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ABSTRACT

Reporting the events of the meeting of the President's Committee on Employment of the Handicapped, the text includes speeches by Chairman Russell, Senator Bob Dole, Secretary of Labor Schultz, Rene Carpenter, Mr. Lustenberger of the W.T. Grant Company, W.F. Schnitzler of the AFL-CIO, Mrs. Koontz of the Department of Labor, Dr. Harlem, President of the International Society for Rehabilitation of the Disabled, and James E. Johnson, Vice Chairman of the Civil Service Commission. Also included were panel discussion notes of various aspects of employer-employee relations, demonstrations of new technological aids for the handicapped, and descriptions of the entertainment presented. (JM)

MINUTES
ANNUAL MEETING

MAY 1 *and* 2, 1969

THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED • WASHINGTON, D.C.

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U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

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Foreword

Take equal parts of stimulation, education, and good fellowship. Blend well.

There you have the formula for the 1969 Annual Meeting of the President's Committee, biggest and best in our 22 years of history.

I hope these Minutes spark your memories of those two lovely days in May. I hope they help you in your own tasks in behalf of the handicapped.

And I hope you'll come back next year—April 23 and 24, 1970, the Washington Hilton Hotel in Washington, D.C.

Harold Russell

HAROLD RUSSELL
Chairman

Planning Committee for Annual Meeting

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THE FIRST MORNING . . .

Senator Dole

Congressman Charles E. Bennett of Florida (left) receives the President's Committee's Distinguished Service Award from Secretary of Labor George Shultz at the opening session of the Annual Meeting as Mrs. Bennett looks on.

William Passmore of East Chicago, Ind., the Handicapped American of the Year, pins a "Hire the Handicapped" button on President Nixon as the other award winners and honored guests look on during a meeting with the President in the White House Rose Garden.

The 1969 national winners of the Ability Counts Contest meet President's Committee Chairman Harold Russell (third from left) and Edward T. Conroy, Vice Commander of the Disabled American Veterans (right), prior to the opening session of the Annual Meeting. Winners (left to right) are Lucy Meriwether Sikes, Murfreesboro, Tenn., 5th place; Christina Fredet, Springvale, Me., 4th place; Janet Looney, Lake Charles, La., 2nd place; John Muessel, Madison, Ind., 3rd place; and Kathy DeAnn Saxton, Ogden, Utah, 1st place.

Rene Carpenter

Stevie Wonder

The First Morning . . .

A BRIGHT DAY

Warm sunshine, a sky so blue you could see all the way to infinity, the curved white hulk of the Washington Hilton Hotel jutting up into the blue, red and yellow tulips as straight as soldiers, pink crabapple trees rustling contentedly in the gentle morning breeze . . .

This was the setting for the first morning of the Annual Meeting of the President's Committee on Employment of the Handicapped in Washington, D.C.—Thursday, May 1, 1969.

From all directions people started arriving as early as 8 o'clock—greetings to friends old and new, West meeting East, North meeting South, visitors from foreign lands, laughter and talk growing to a crescendo as men and women streamed into the hotel.

Nearly 4,000 filled the vast International Ballroom where the United States Marine Band was playing before the session began.

THE MEETING STARTS

At 9:30, Harold Russell, Chairman of the President's Committee, called the meeting to order. A Joint Armed Forces Color Guard presented the colors. The Invocation was delivered by the Rev. Daniel Pokorny, Lutheran Chaplain of Gallaudet College in Washington, D.C. For the benefit of deaf persons in the audience, he skillfully interpreted his words with sign language.

THE INVOCATION

"The Lord God took the man and put him in the Garden of Eden to work it and look after it." How simply is stated the principle that we are on the earth for work. How good it is that our meeting here is for the purpose of improving the employment of people, of handicapped people.

"In all labor there is profit; but mere talk tends only to penury. This is a meeting where we must work to improve the lives of others. We are not here for idle talk about their problems before us. We work so that others may benefit.

"Whatever your hand finds to do, do it with your might; for there is no work, in the grave where you are going." God would not have us to be lazy in this life. Neither should we go about our work without zeal.

"Now be strong, all you people of the land, says the Lord; and work: for I am with you." Good ordained work and God gives us the promise that He will be with us as we work. We must all, the whole and the handicapped, be strong and work together.

"O Lord, giver of work, we thank you for this blessing. Help us to work with all our might, so that all men may experience the satisfaction of work well done. We pray in the name of Him who was Emmanuel, God with us. Amen."

ROLL CALL OF STATES

Next came the Roll Call of States by James H. Sears, Manager of Personnel Services, Employee Relations Department, E. I. du Pont de Nemours & Company, Inc., Wilmington, Delaware.

AT THE WHITE HOUSE

While the Roll Call of States was under way, three limousines filled with honored guests of the Annual Meeting sped South down Connecticut Avenue toward The White House. President Richard M. Nixon had invited them for a surprise ceremony.

They arranged themselves in a semicircle on the rich green lawn of the Rose Garden. There was a low murmur of conversation as they waited expectantly for the President to arrive. Two dozen photographers and reporters waited with them.

There they were, Kathy DeAnn Saxton of Ogden, Utah, first prize winner of the "Ability Counts" writing contest for high school students, along with her mother, Maurice Warshaw, Governor's Committee Chairman, and Senator Walter F. Bennett of her State; popular singer Stevie Wonder, blind since birth, recipient of the Distinguished Service Award of the President's Committee, and his mother; Congressman Charles E. Bennett of Florida, another Distinguished Service Award winner, and his wife; William Passmore of East Chicago, Indiana, this year's "Handicapped American of the Year," and his mother; and the four other National "Ability Counts" Contest winners.

The talk suddenly subsided. "Here he comes," someone said.

And there he was, coming from his office out into the bright sunshine, the President of the United States, smiling broadly, shaking hands with everyone, a warm and friendly word for everyone, a long and intimate conversation with William Passmore and his mother. So they could talk more comfortably, the President knelt on one knee by Passmore's wheelchair.

Finally, a few words to the entire group. The President said he wanted everyone to know that he believes the physically and mentally handicapped deserve top priority in the attention of America. He added that he intends to give the problems of the handicapped one of his top priorities. He regretted that he was not able to come to the Annual Meeting, since this was a particularly busy day with urgent problems to be faced and a stream of international visitors to be met. Nevertheless, he said, he holds the handicapped near to him, and he always will.

Then back to the limousines for the hurried trip to the Washington Hilton and the rest of the morning's session.

Meantime, at the Washington Hilton, Chairman Russell was delivering his speech, "Looking Ahead."

Mr. Russell's Address

Welcome to this twenty-third Annual Meeting of the President's Committee. And welcome to this beautiful city of Washington—political capital of our country, and also its communications capital. More of that later.

I bring you the President's greetings. He is truly sorry he couldn't be with us today. I met with him recently. I assure you of his deep concern with the handicapped.

We come from everywhere—from all the States of the Union and from foreign lands. We come from all backgrounds—business and labor, volunteers and professionals, Government and non-government, city people and farm people, young and old.

We come here because we speak a common language, the language of opportunity for the handicapped. But we do more than speak the language. We act.

The past year has been a year of action. Rehabilitations set a new record of more than 200,000 . . . Job placements by public employment offices reached a third of a million . . . The mentally retarded found jobs in record numbers . . . The mentally restored came into the labor market in greater numbers than ever . . . We say important beginnings in employment of the severely handicapped . . . Architectural barriers continued to tumble down . . . A good start was made to eliminate transportation barriers.

At first glance, this was a year worth celebrating. But look again. There are two other things about the year that should bother us.

One seems to be a slow-down in our communications with one another. Our lines of communication are developing short circuits.

The other seems to be a trend toward de-humanizing the handicapped. More and more, we seem to be considering the handicapped not as total human beings but as fragmented parts.

Let me say a few words about each trend. Communications first.

Sometimes Government agencies seem to have trouble communicating with voluntary agencies. Sometimes Government agencies seem to have trouble communicating among themselves. Sometimes this profession doesn't seem to be able to communicate with that profession. Sometimes labor doesn't seem to communicate with management. Sometimes it's the other way around.

Sometimes the agencies serving the handicapped have trouble communicating with the people they're supposed to serve. If you want evidence, I refer you to a recent Roper study which showed that an alarming number of families of handicapped people didn't have the faintest idea where to go for services. There's a real short circuit for you.

Finally, sometimes we don't communicate very well with the general public. I refer you again to the Roper study. It took a cross-section of a thousand American families and probed their attitudes about the mentally retarded, about the blind, and about the crippled.

Eighty-four percent thought that the retarded belong in institutions or at best in sheltered workshops, but certainly not in the regular labor force alongside other workers.

Fifty-six percent thought that the blind belong in institutions or sheltered workshops but not in the labor force.

Sixty-four percent thought the crippled should be in institutions or workshops but not in the labor force.

Eighty-four percent, 56 percent, 64 percent. We have a lot of minds to change.

It's not enough to talk about short circuits in our communications systems. We must try to understand why this Tower of Babel keeps growing in our midst.

The major cause is the age we live in. Ours is an age of specialization, an age of a knowledge explosion that we haven't learned to cope with.

Knowledge keeps piling upon knowledge to the point where we need computers just to catalogue it. This growing mountain of knowledge has forced us to become specialists. Even our specialties are growing narrower. We find we're spending all our waking hours—and nighttime hours, too—just keeping up with our own specialties.

This age of knowledge, this age of specialization, has been bringing about the other trend I mentioned earlier—the trend toward de-humanizing the handicapped, toward perceiving the parts of the man rather than the whole man.

Specialization has led to fragmentation.

Take the field of medicine. There are brain specialists and eye specialists and nose specialists and ear specialists and throat specialists and heart specialists and you name it. There's a specialist for it.

Take the field of the handicapped.

You'll find employment specialists concerned with what goes on from nine to five but not a minute afterwards. And you'll find recreation specialists who are concerned with what goes on after five but not a minute before. And placement specialists so concerned with job development in the plant that they lose sight of transportation barriers that keep the man at home.

Fragmentation of people has crept into the attitudes of the general public as well.

Why do you think the Roper study showed so little acceptance of the handicapped? Because most of the people did not see the handicapped as total human beings, but rather as creatures bearing the tags of "retarded" or "blind" or "crippled."

How can you possibly reject a person—be he retarded or blind or crippled or whatever—if you get to know him as a complete human being? You can't.

Now please understand me. I'm not saying everybody on earth goes around with fragmented viewpoints of people. I am saying there is more of it than we would like to see. And it is growing.

What can we do about it?

Well, we can devote part of our careers—only a small part—to becoming still another kind of specialist. A specialist in humanity.

This part of us should be able to step back every once in a while to see man as a total human being and not just as the sum of his many segments.

This part of us should be able to remind us of the relationships between all aspects of a man—the family he came from, the neighborhood where he grew up, the schools he attended, the friends he made, the image he has built of himself.

Finally, this part of us should cut us down to size every once in a while—should make us see that the world does not revolve around us and our specialties, but that, instead, we are a detail in a much larger picture of mankind.

How can we become such a specialist in humanity?

We can do it by communicating with one another. We can do it by leaving our fenced-in back yards and visiting other neighborhoods, other worlds.

Communicate. Labor with management. Professional with volunteer. Young with old. City people with farm people. All of us with the handicapped.

Communicate. Only when we communicate with each other can we come to see the handicapped as total human beings. Only when we see them as total human beings can we serve them as they need to be served.

Communicate. That's the key.

That's one of the values of these Annual Meetings. The President's Committee cuts across lines, across specialties. We speak the common language of man. We have the chance to communicate.

But you don't have to wait once a year for Annual Meetings of the President's Committee. There are Governors' Committee in all the States and local committees in nearly a thousand cities—able to see the handicapped as whole men and whole women.

Take a more active part in these committees. Volunteer yourselves. Enlist. Many of you are already active, but not all. Not only will you strengthen the committees, but you will strengthen yourselves.

I know that this is a modest proposal for a major problem. I know there must be other proposals. *Your* proposals. Please think about these things. How can we communicate better? How can we counteract fragmentation? How can we see the handicapped as whole men?

I hope you will think about it. And I hope you will write me: yes, all of you here today.

If this President's Committee is to be truly effective, its strength lies in you and in your ideas. *Your* ideas can lead us forward. So write—letters, postcards, telegrams, anything. Just write, and we will move forward.

We will move forward when we truly begin to communicate with one another.

We will move forward when we see the handicapped not as cases, but as clients, not as consumers—but as human beings.

We will move forward because we are determined to move forward.

Archibald MacLeish, the poet and playwright, said these things so well. Listen to his thoughts:

There was a time in history, long ago, he said, when man considered himself the center of everything. The stars and moon and sun were created for him. The earth was his. The waters were his. The animals were placed on earth to do his bidding.

He was "Mr. Big"—a comfortable feeling, if not a very realistic one.

Then came knowledge, and the exploration of the mysteries of life and space. And man's view of himself underwent a shattering change.

No longer was he everything. No longer was he "Mr. Big."

Instead, he saw himself as nothing; absolutely nothing. A tiny dot in a universe without end—a universe that didn't care whether he existed or didn't exist. He was "Mr. Nothing." He was devastated.

Then, just a few months ago, came Apollo Eight; that flight around the moon. And back from Apollo Eight came those wonderful photographs of this, our planet Earth, floating serenely and majestically in a sea of space. This noble sphere was our home, our Earth. For the first time, we have seen ourselves as we really are.

Once more, our viewpoint changed. No longer were we everything. No longer were we nothing.

We have seen those photographs, and we have seen ourselves whole. We have gained the dignity of whole men. In those photographs, boundaries cease to exist —no nations, no states, no cities, no neighborhoods, no blacks, no whites. But one world. One world where all men should be brothers.

Archibald MacLeish has shown us our role. We must help all men, including the handicapped, achieve their whole-ness.

We must do this so that we can truly inherit the earth, the gray-blue earth that is our home.

This must be our mission and our prayer.

A DISABLED VETERAN FROM KANSAS

Next, Chairman Russell introduced the keynote speaker, Senator Bob Dole of Kansas.

"Just a few weeks ago," he said, "I paid a visit to the Senate to hear a young Senator deliver his maiden speech. It was about a matter close to his heart: the handicapped. It was so compassionate and imaginative that we invited him here to present his views.

"He is a disabled veteran from Kansas. He spent nearly six years in the Army in World War II. He was wounded twice and holds two medals for bravery. He was hospitalized for more than three years.

"It's an honor to present a distinguished veteran, citizen, and lawmaker, Senator Bob Dole."

Senator Dole:

My remarks today concern an exceptional group which I joined 24 years ago during World War II.

It is a minority group whose existence affects every person in our society and the very fiber of our Nation.

It is a group which no one joins by personal choice — a group whose requirements for membership are not based on age, sex, wealth, education, skin color, religious beliefs, political party, power, or prestige.

As a minority, it has always known exclusion— maybe not exclusion from the front of the bus, but perhaps from even climbing aboard it; maybe not exclusion from pursuing advanced education, but perhaps from experiencing any formal education; maybe not exclusion from day-to-day life itself, but perhaps from an adequate opportunity to develop and contribute to his or her fullest capacity.

It is a minority, yet a group to which at least one out of every five Americans belongs.

I speak today about 42 million citizens of our Nation who are physically, mentally, or emotionally handicapped.

Who Are the Handicapped?

The handicapped are persons—men, women, and children—who cannot achieve full physical, mental, and social potential because of disability.

Although some live in institutions, many more live in the community. Some are so severely disabled as to be homebound, or even bed-bound. Still others are able to take part in community activities when they have access and facilities.

They include amputees, paraplegics, polio victims. Causes of disability include arthritis, cardiovascular diseases, multiple sclerosis, and muscular dystrophy.

While you may have good vision and hearing, many persons live each day with limited eyesight or hearing, or with none at all.

While you may enjoy full muscle strength and coordination in your legs, others must rely on braces or crutches, or perhaps a walker or wheelchair.

While you perform daily millions of tasks with your hands and arms, there are many who live with limited or total disability in theirs.

And in contrast to most people, thousands of adults and children suffer mental or emotional disorders which hinder their abilities to learn and apply what is learned and to cope adequately with their families, jobs, and communities.

Then there are those who are afflicted with combination or multiple handicaps.

Not Just the Handicap

For our Nation's 42 million handicapped persons and their families, yesterday, today, and tomorrow are not filled with "everyday" kinds of problems which can be solved or soothed by "everyday" kinds of answers. Their daily challenge is: accepting and working with a disability so that the handicapped person can become as active and useful, as independent, secure, and dignified as his ability will allow.

Too many handicapped persons lead lives of loneliness and despair; too many feel, and too many are, cut off from our work-oriented society; too many cannot fill empty hours in a satisfying, constructive manner. The leisure most of us crave can and has become a curse to many of our Nation's handicapped.

Often when a handicapped person is able to work full- or part-time, there are few jobs or inadequate training programs in his locale. Although progress is being made, many employers are hesitant to hire a handicapped person, ignoring statistics that show he is often a better and more dependable worker.

The result is that abilities of a person are overlooked because of disabilities which may bear little or no true relation to the job at hand. The result to the taxpayer may be to support one more person at a cost of as much as $3,500 per person a year. To the handicapped person himself, it means more dependency.

Statistics

Consider these statistics: only one-third of America's blind and less than half of the paraplegics of working age are employed, while only a handful of about 200,000 persons with cerebral palsy who are of working age are employed.

Beyond this, far too many handicapped persons and their families bear serious economic problems—despite token government pensions and income tax deductions for a few, and other financial aids. I recall a portion of a letter received recently from the mother of a cerebral palsy child in a Midwestern urban area: There are the never-ending surgeries, braces, orthopedic shoes, wheelchairs, walkers, standing tables, bath tables, and so on . . . we parents follow up on every hopeful lead in clinics and with specialists; we go up and down paths blindly and always expensively . . . I have talked with four major insurance companies who do not insure or infrequently insure CP children . . . although our daughter is included in her father's group hospitalization plan, many families are not as fortunate. These are just a few of the problems, compounded by the fact we must try to adequately meet the needs of our other "normal" children. In many cases, some kind of financial assistance would enable us and others like us to provide for our children in our homes, avoiding overcrowding of already overcrowded facilities and further adding to the taxpayer's burden costs for complete care.

There are other problems—availability and access of health care personnel and facilities at the time and place the individual with handicaps needs them. In my own largely rural State of Kansas, many handicapped persons travel 300 miles or more to receive the basic health services they require.

Education presents difficulties for many parents of handicapped children. Although a child may be educable, there may be few, if any, opportunities in the community for him to receive an education. Private tutoring, if available, is often too expensive. Sadly, to date, the Council for Exceptional Children estimates less than one-third of the Nation's children requiring special education are receiving it.

In rehabilitation, the Department of Health, Education, and Welfare said recently 25 percent of America's disabled have not received rehabilitation services and do not know where to seek such help. They estimate that at least 5 million disabled persons may be eligible for assistance.

Other problems the handicapped person faces each day include availability and access of recreation and transportation facilities, architectural barriers in residences and other buildings, and many, many more.

Still a Promising Outlook

We in America are still far from the halfway point of assuring that every handicapped person can become as active and useful as his capacities will allow. The outlook for the handicapped person in 1969, however, is not altogether bleak. Unparalleled achievements in medicine, science, education, technology, as well as in public attitudes, have cemented a framework in which the handicapped person today has more opportunities available to him than ever before. Consider first what Government is doing.

The Government Story

The story of what the Federal Government, hand in hand with State governments, is doing to help meet the needs of the handicapped is not one that draws the biggest and boldest headlines. Broadly, the story is a "good" one, consisting of achievements in finan-

cial assistance, rehabilitation, research, education, and training of the handicapped—a massive effort to help many disabled Americans live as normal, as full and rich lives as possible.

It is, in part, the story of a man who, at age 21, became a paraplegic after sustaining injuries to his spinal cord and head in an accident while on the job.

In 1968, he joined over 2,300,000 other disabled men and women who have been restored to more productive, useful lives since the State-Federal vocational rehabilitation program began 48 years ago.

In 1964, the young man—a high school dropout with a wife and child—was referred to his State's Division of Vocational Rehabilitation where a thorough program of total rehabilitation began. In addition, he was enrolled in a training school and was graduated as a fully licensed insurance agent.

Today—4 years later—he has his own successful insurance business. He and his wife have built a new home and adopted a baby.

It is a measure of America's concern for its handicapped citizens that even 50 years ago, this story could not have been told.

It takes place now because the Congress and the Federal Government initiated and guided a vital, vigorous program of vocational rehabilitation.

Vocational rehabilitation is one of many ways the Federal Government works to aid the handicapped. But none of the Federal programs necessarily reaches or helps every handicapped person.

Nevertheless, the role of the Government has been basically successful in terms of numbers assisted, basic research performed and the movement of increasingly large numbers of persons into more productive, satisfying channels. It demonstrates what Congress and Federal and State governments are doing to help America's handicapped better participate and achieve.

The Private Sector

It is in the American tradition and spirit that parallel to Government effort there has developed the vital and growing effort for the handicapped by individuals, business and industry, churches and private, voluntary organizations. It is a herculean task to properly assess the many, far-reaching effects of the private sector—in health care, education, employment; in research, rehabilitation, by fundraising drives and through professional organizations and groups for the handicapped themselves. But it is here in the private sector—with its emphasis on the creativity, concern, and energies of our people—that America has become the envy of the world. Our private economy and the resources of our people have combined to improve the quality of life in America in ways and for persons the Government could not begin to match or reach.

For the handicapped, their achievements have been no less. I shall not today, detail or single out the achievements of the voluntary groups and private enterprise involved in aiding the handicapped. But let the record show that without the sincerity, scope, and success of their efforts—in public information, employment and training, in upgrading health care and education personnel and facilities, in fundraising and in supporting research to conquer or at least minimize the effects of handicapped conditions—the prospects for the handicapped individuals would not be as hopeful as they are today.

Where Do We Go From Here?

As new public and private programs are developed, as old ones are strengthened and some, perhaps eliminated, as we in Congress allocate comparatively limited funds to help the handicapped, the responsibilities and opportunities loom large before us.

We must insure our efforts and money are not misplaced or misdirected—that they do not just promise, but really do the job.

Are we all doing our best to see that all the knowledge, information, money, and other help is consolidated and available to the handicapped person in the form he can use and at the time and place he most needs it?

Is there sufficient coordination and planning between and among the private groups and the Government agencies to avoid multiplicity and duplication so that we best serve America's handicapped?

Are we sometimes engaged in a numbers race—attending to cases that respond more quickly in order to show results to donors, members, and taxpayers, thus sacrificing some attention which should be focused on the really tough problems?

Many handicapped persons of our Nation are no longer helpless or hopeless because of private and public efforts which have helped them to better help and be themselves.

But the fact remains that some of our Nation's handicapped and their families are attacking the very programs and projects created to help them. Some are disillusioned and disaffected by the programs.

Too often, the information, the services, the human help and encouragement are not reaching the person for whom they were intended and at the time and place he needs them.

Some sincerely believe there may be better ways we can demonstrate our concern and thereby better achieve for the person with handicaps the independence, security, and dignity to which he is entitled.

I am reminded of a statement given recently by the 1968 president of the National Rehabilitation Association:

It is the person, not the program that is of overwhelming importance. It is not the disability that claims our attention, it is the person with handicaps. It is not the maintenance of prestige of a particular profession that matters. It is the contribution of the profession to solving the complex problems of the individual who has handicaps.

When more of this emphasis on the individual better influences the agencies and professions dealing with the handicapped, I believe we can begin to open new, more meaningful vistas for more persons with handicaps.

We have been involved in efforts which have been creditable to date. Of this, there is no doubt.

But are we doing our best?

A highly respected official of the U.S. Department of Health, Education, and Welfare summed up the problem this way:

I do not feel we are spending our dollars—public or voluntary—as effectively as we could. We need to take a whole new look at what is going on, where the service is given. We need to try to design new methods and clearer purposes for our efforts. We need to relate our efforts more closely to the needs of a community, to the needs of its individuals. And we need to try to measure, as concretely and specifically as possible what is actually achieved by our expenditures.

Our handicapped citizens are one of our Nation's greatest unmet responsibilities and untapped resources. We must do better.

Presidential Task Force

With this in mind, I have suggested the creation of a Presidential task force or commission to review what the public and private sectors are doing and to recommend how we can do better.

Composed of representatives of the public and private sectors, this task force or commission could provide an overview of how to provide the handicapped more help and hope.

Such a task force or commission could provide valuable assistance to Congress and the administration as we develop programs and allocate comparatively limited funds for the handicapped.

It could also help private organizations and voluntary groups conduct their efforts more efficiently and effectively.

The goal of a task force or commission, to achieve maximum independence, security, and dignity for the individual with handicaps, should encompass the total needs of the handicapped, not just employment or education or any other single factor.

Rather the task force or commission should concern itself with the whole broad spectrum of needs and services, because as I have pointed out the problems of the handicapped do not begin and end with the handicap itself.

Although there are hundreds of areas a task force or commission could review, I am hopeful, if created, it would include the following subjects:

First. Expansion of employment, transportation, and recreation opportunities for the handicapped.

Second. A directory or central clearinghouse to help inform the handicapped person and his family of available public and private assistance.

There are many helpful handbooks and information sources available. But most are not comprehensive and are more accessible to professionals in the field than to the handicapped who really need the guidance and information.

Third. Removal of architectural barriers.

Many persons cannot secure employment or fill their leisure hours because their disabilities bar use of the facilities. It is just as easy to build and equip buildings so that the handicapped and nonhandicapped can use them. The Federal Government is doing this now for federally financed structures.

Fourth. More development of health care on a regional or community basis.

This is a tough, but priority matter and one which cannot be accomplished quickly or inexpensively. But we must begin to move toward more adequate health care facilities and personnel which serve each person at the time and place he needs them.

Fifth. Better serving the special educational needs of the handicapped.

Both the person and the Nation suffer when any educable child—handicapped or nonhandicapped—does not receive an education.

Sixth. Income tax deductions and/or other financial assistance to extend relief to more handicapped persons and their families.

Seventh. More attention on the family of the handicapped person.

These are the people who often need a degree of encouragement, counseling, and "rehabilitation" themselves. Are there services we should provide to family

members whose own lives and resources are deeply affected by the presence of a handicapped person?

Eighth. Increased dialog and coordination between private and voluntary groups and Government agencies to avoid multiplicity and duplication.

What is at stake is not the agency, group, or program. What is at stake is the future of the handicapped person with his own abilities and potentialities.

The Challenge

I know of no more important subject matter to discuss, not solely because of my personal interest, but because in our great country some 42 million Americans suffer from a physical, mental, or emotional handicap. And I consider addressing this group today as one of the greatest privileges of my life.

The task ahead is monumental, but I am confident that there are forces in America ready and willing to meet the challenge—including, of course, all of you in this room.

Your committees—local, State and presidential—have worked unceasingly to bring about public awareness—and tangible proof—that disability need not be a barrier to doing a specific job well. Your achievements in eliminating many employment barriers—physicial and psychological—for the handicapped are well known.

Probably the biggest testimony to your efforts is the fact that the desire to further employment of the handicapped is becoming more widespread each year. More and more persons are volunteering themselves to the "cause." More and more employers are recognizing the abilities of the handicapped employee and helping him to achieve his full potential.

Your committees are doing a great job now, and they will be needed for a long time to come. The President's Commission or task force I mentioned a few minutes ago would supplement your work and would add to the strength of the President's Committee and the State and local committees.

While you are concerned largely with employment opportunities and preparation and the elimination of barriers—physical and psychological, my proposal would concern itself with the whole spectrum of needs and services for the handicapped—with the total picture . . . with recreation, child and community health care, special education, direct financial assistance or tax relief; with helping the families of the handicapped, providing directories of public and private assistance available and so on.

It was Shakespeare who said, "The miserable hath no other medicine but hope."

Together, we are slowly removing the handicapped from the ranks of the "miserable" and giving them new hope.

But we must do better because we can do better. Forty-two million men, women, and children and their families are counting on us.

Thank you.

INTRODUCING THE SECRETARY OF LABOR

In introducing the Secretary of Labor, who was representing the President, Chairman Russell observed, "we certainly cannot call him an inexperienced Secretary of Labor, even though he is new to the job. Dean of the Graduate School of Business at the University of Chicago, he has had a wide background in labor affairs, manpower, automation, and economics. He has been a consultant and advisor to the Department of Labor ever since the days of James Mitchell, a decade ago. Here is the Secretary of Labor, George P. Schultz."

Secretary Shultz:

I am happy to be here to represent President Nixon. I am also happy to be here in my own right.

I am sure you know of the President's deep interest in the handicapped. If he could have possibly found a free hour—or even a free half-hour—he would have come this morning.

I am sure you know, too, that President Nixon is no stranger to the President's Committee. Back when he was Vice President, he spoke at a couple of your Annual Meetings. And his office was always available for your special events—such as the time when the President's Committee brought all the leading cartoonists in the country there for breakfast one morning.

His affection for this Committee hasn't changed over the years. But, putting it mildly, the pressure of his job has changed. So here I am in his place.

This morning, I want to establish three premises, draw two conclusions and make one suggestion.

My first premise is that every person in America should have the right to feel useful and to feel needed; the right to contribute to society as best he can and in whatever way he can; the right to dream, to aspire; the right to take whatever action he can to achieve his dreams and his aspirations.

In short, every person in America should have the right to be a Mr. Somebody—or a Miss Somebody or

a Mrs. Somebody. Ego-fulfillment, the psychologists call it.

In a society like ours, rooted in the concept of work as being useful and desirable, it obviously is work that gives us the feeling of fulfillment.

And so, every person who has the potential for work should have the right to seek and to find work. No door should be closed to him because of his color, his religion, his nationality—or his handicap, physical or mental.

Note that I said "every" person. I did not say "almost every" person. I include all the handicapped, not just some of the handicapped. Who are we to presume to choose which of our fellow men we shall deprive of the right to self-fulfillment?

My second premise is that if the United States wants to remain strong and vigorous, it must make full use of all its resources. The day is long past when we could afford the luxury of wasted resources, in the smug belief that there were always more where these came from.

When it comes to our national resources, we are learning a lesson. Only last week I read of massive efforts to drill for oil on the cold northern shores of Alaska—where it's so frigid that roads and even bridges are carved out of solid ice. When summer comes, the roads turn to icy slush, stranding the work crews until the cold sets in again.

Tremendous efforts and tremendous ingenuity, to pump gas, one of our most valuable natural resources. Would we make the same tremendous efforts to make use of another most valuable resource—man?

Is an oil well worth more than a person?

We are just beginning to show concern for the conservation of people resources—but we have a long way to go to treat people resources with the same care that we treat natural resources.

All of our training programs, vocational rehabilitation programs, work-study programs, poverty programs, manpower programs and all the rest—these point the way. We are heading in the right direction. But the road is long.

I can tell you now that manpower programs of the Department of Labor have played a large role in helping the handicapped to independence in the past, and will play an even larger role in serving the handicapped in the future.

These programs can and should be the keys that open new doors to them. And those keys are going to work.

My third premise is based on the first two—on the fact that every person should have the right to self-fulfillment through work, if at all possible; and on the fact that our human resources deserve the same efforts of conservation that we show our natural resources. My third premise is this: we must concern ourselves with opportunities for those handicapped men and women who need our concern the most . . . those who so far have been left out of the action.

I mean those with severe physical disabilities such as cerebral palsy. And those with degenerative conditions such as multiple sclerosis. And those with stigmatic disabilities such as epilepsy.

And I mean the mentally retarded—not just the mildly retarded, but those with greater degrees of retardation who could work if jobs were made simple enough for them.

And I mean former mental patients—those who need help and compassion in gaining new work skills and new social competencies.

In other words, we cannot pick and choose which categories of the handicapped we wish to serve. Our commitment has to be with all the handicapped and not with some of the handicapped. This means squarely facing up to the tough cases we are tempted to pretend don't exist.

Those were my three premises. Now for my two conclusions.

Conclusion number one is that we can make a dent in these problems if we tackle them with the same dedication and the same concentration that we have displayed in meeting the problems of others in need of our special concern—such as the disadvantaged.

There must be a strong groundswell of concern for the handicapped in America—and you are the people who can create it.

Conclusion number two is that this groundswell, this strong national concern, cannot possibly come about through Government action alone. Nor can it come about through the action of the business community alone. Nor through the action of labor alone. Nor through the action of volunteers alone.

There must be a strong partnership among all the major forces in America—public sector, private sector, management, labor, the rest.

The leadership must come from you—from the volunteers—from you, who represent the real strength of America—from this President's Committee, and from Governors' Committees in the States, and from local committees in a thousand cities.

Finally, we come to my one suggestion.

What is needed to help solve our problems is some fresh thinking about the basic meaning and nature of work—particularly work for the handicapped.

Some examples:

Why must people be compelled to work eight hours a day? Why can't the work day be shortened for physically handicapped persons who cannot stand up to the rigors of an eight-hour day? Or two? Or whatever they are capable of?

Why can't we redesign more jobs so that the physically and mentally handicapped can perform them? Why can't we combine routine, simple functions into jobs that the mentally retarded would be able to perform? Why can't we readjust the flow of work so that the paralyzed secretary doesn't have to move about the office?

Why don't we pay more attention to architectural barriers that keep out the handicapped as effectively as barbed wire fences? We have made much progress in eliminating barriers from public buildings. But what about plants and factories and offices? How much talent is business screening out, because people in wheelchairs can't get inside the front door?

Why haven't we done more about considering the psychological factors of work, in trying to match jobs to the personalities of workers? Think how many former mental patients could come into the labor market if we did more of this? Mr. A can't take crowds, so we put him to work where he's pretty much alone. Mr. B is compulsive about cleanliness, so we give him a job that demands cleanliness.

These are just scratches on the surface. So much more can be done to think freshly about work—in ways that would open more doors for the handicapped.

Who's going to do all this? Not Government alone; not business alone; not any segment of society alone. But you and you and you and me. All of us, together.

President Nixon said it all so well, in the policy memorandum he issued last month to all agencies of the Federal Government. "I have personally observed the mutual benefits that derive from hiring the handicapped, and I want this 'good business' to continue and prosper," he said.

Mr. President, we all want this "good business" to continue and prosper. Working together, we can be sure that it does.

CHAIRMAN RUSSELL: Thank you very much, Mr. Secretary. We deeply appreciate your help. Now I have a big surprise for you. It's been a wonderful morning. It's been as confusing to me as it probably is to you. I'll try to explain what it's all about by telling you a story. The other night I was home in Massachusetts casually talking about the annual meeting. I was mentioning some of our guests, and I included the name, Stevie Wonder. With that, there was a powerful squeal from our teenage daughter, "Stevie Wonder? He's the greatest." The telephone in our house suddenly got busy while she spread the news.

The young man I'm going to introduce was born blind. He came from a poor family. Everything he wanted in life he had to fight for. He fought hard, and he moved ahead fast. Today, at eighteen, he's one of the top rock and roll singers in our country. You have seem him on many of the major TV shows. You may have seen him in the movies. He has performed around the world. We're proud to have him here, as an inspiration to all of us. Here's Stevie Wonder.

Stevie Wonder:

A shuffling of chairs on stage . . . several members of the Marine Band stepped up, along with other musicians with singer Stevie Wonder . . . the tall slim young man in dark glasses felt his way to the microphone . . . the lights in the auditorium dimmed . . . a single spotlight focused on Stevie Wonder, and he looked so alone in the cavernous darkness.

Then . . . the fast beat of music. First, "Sunny"; and then "There's a Place in the Sun for Everyone"; and then "What's It All About, Alfie?" And finally, his latest and best-selling hit, "For Once in My Life."

He sang, pouring his whole heart and soul into the music. And he played the drums. And the electric guitar. And other instruments. And it was as though he was a part of the wild beat of music, creating it and growing out of it at the same time.

When he finished, the applause was thunderous.

Rene Carpenter

"We asked our next speaker how we should list her on the program," said Chairman Russell. " 'Put me down as wife and mother,' " she replied. Of course, Rene Carpenter is wife and mother, but she's much more. She is the wife of Scott Carpenter, one of our first astronauts. She also is special correspondent for NBC News. She has written her own syndicated newspaper column. Here is Rene Carpenter, wife, mother, and very talented woman in her own right, delivering the *Tribute To Courage.*"

A Tribute to Courage

In a letter sent to him from a man behind prison bars lies a clue to William Passmore: "As long as a man's life means something to someone else, it will mean something to *him.*"

William Passmore is many things. Most importantly,

he is a "someone else" to whom every other man is unique and precious.

Few of the 58,000 citizens of East Chicago, Indiana, a bustling, steel producing center, have not heard of him; most are familiar with his engaging personality and his reputation for community service; many love him because their lives have been enriched—or redeemed—by his friendship and his caring.

No one he meets—prisoner or free, young or old, black or white, sick or well, disadvantaged or affluent —has any doubt that to William Passmore and therefore, then, to himself, his life is important, his life is worthwhile.

What accounts for this reverence for life? What makes William Passmore not only accept, but embrace, the role of brother's keeper?

No doubt the seeds were sown in a humble, religious home. Mrs. Laura Passmore, who is with us this morning, says her son Willie was a happy child, interested then as now in everything and everybody, and with a special love of sports. When the boy was young, Mr. Passmore died, leaving his wife to be mother and father to Willie, his older brother and two sisters.

In high school, Willie's passion was football. When he was 17 and a junior, he was hurt during a practice session. What seemed at first a painful shoulder injury, turned out to be spinal column damage. The boy's legs became paralyzed. After more than two years of treatment, including extensive spinal surgery and endless months in traction, gangrene set in.

Willie was home alone when the doctor told him both legs must be amputated if he were to live.

"There were no tears," his mother recalls, as she describes how Willie broke the news to her.

"What did you tell the doctor?" she asked.

Willie answered: "Well, if I can live . . . "

Because he chose life, all life to William Passmore became more precious.

After the operation he was, for a while, close to death. Pneumonia was just one of the physical complications. And fear, pain, and despair were ever present. Eventual recovery he credits to the love and prayers of his family and friends; his own stubbornness and above all, the will of God.

Slowly his strength returned and at home, with the help of visiting teachers, William Passmore earned his high school diploma. Then, after training in business and accounting by the Division of Vocational Rehabilitation, he went to work as a night dispatcher for a cab company. The job was to last 11 years, and gave him the chance to meet, by phone, thousands of people. He also began to write a column for the Chicago Daily Defender called, "East Chicago on the Go." For 18 years, the column has provided still another entree to the people and the life of his city.

At the same time, he started the practice of Sunday afternoon visits to patients at St. Catherine Hospital, where *he* had spent so many, many hours. Soon, he was able to chat with them in six different languages which he picked up "by ear."

The response of sick men, women, and children to this smiling young man in a wheelchair, who understands their fears and sympathizes with their problems, is magical. For 18 years the cry has been going out when patients need cheering: "See if you can find Bill Passmore."

St. Catherine is the only hospital in East Chicago, so these Sunday visits have gained him thousands of new friends. Much of his influence in the community today, with business leaders, civic organizations, labor, the churches, the medical profession, people—black and white—in all segments of the city's melting pot society, stems from these bedside visits.

There are many other ways in which William Passmore serves his fellowman:

He is a regular at monthly meetings of the Anselm Forum, an interracial group that has existed for 25 years to promote brotherhood and the acceptance of minorities.

He is assistant Sunday School superintendent at St. Mark's A.M.E. (African Methodist Episcopal) Zion Church, where his lack of self pity is an inspiration to the entire congregation but particularly to the girls and boys.

He is a sponsor of "Convicts Anonymous," a group therapy organization which prepares men in the State prison for life outside, and of "Convicts Unlimited," which finds employment for them after release. These are among the most satisfying of his volunteer efforts. He draws on endless resources to provide the prisoners with hope, material help, jobs and self respect.

A commissioner of correction for the State of Indiana says: "The people Passmore counsels don't come back to prison."

He also utilizes his relationships within the community in a broader employment crusade. As a member of the working press, he seizes every chance to bring together those who have and those who need jobs. Employers who meet Bill Passmore at their sickbeds hire his referrals later. And when he was a cab dispatcher, a businessman who called for a cab often would get, in addition, a reference for someone who was out of work.

His amazing success at this avocation led, two years

ago, to his current employment as Work Coordinator for the Mayor's Committee on Social and Economic Opportunity. Here, in the Neighborhood Youth Corps, he labors as teacher, counselor, friend and sometimes father and mother to disadvantaged teenagers. The goal is to persuade them to finish their educations, to find them jobs and in most cases, a better way of life.

According to Bill Passmore's co-workers, no other man could do the job as well. He maintains close to perfect communication with youth. And if there is a failure with a young person, he regards it as his failure.

A personal testimony appears in a letter from a young infantryman in Vietnam: "I could never have found a decent clean job without your help. I worked there for four months before being drafted and I now rest assured that employment awaits me after my discharge from the Army. East Chicago needs you. Sincerely, Your pal . . . "

Last year, the city that needs him, the city he serves so well, paid William Passmore a singular honor.

On his 37th birthday, the people of East Chicago gave him a mammoth dinner party. Almost 600 people were there including the Mayor, friends from the Jaycees (of which he is a life member), staff and former patients from St. Catherine, fellow-members of the NAACP and the numerous other organizations to which he belongs and for which he works with a whole heart. Hundreds who could not attend, helped fill a huge scrapbook of congratulatory cards and telegrams.

During the evening, William Passmore received many gifts and many testimonies of gratitude and affection. Someone said he was honored for "that which he has given."

In the same spirit, we honor him today.

Traditionally, this spoken tribute to the Handicapped American of the Year is called, "A Tribute to Courage," and this year again we have saluted a courage that ignores handicap, denies bitterness, and refuses defeat. But I would like to suggest an expansion of the title: "A Tribute to William Passmore: A Tribute to Courage—and Love."

THE HANDICAPPED AMERICAN AWARD

At this point, Secretary Shultz presented the President's Trophy to the 1968 "Handicapped American of the Year," William Passmore.

The trophy, made by handicapped students at the Institute for the Rehabilitation of the Disabled in New York City, was handed to the Secretary by its director, Dr. Salvatore G. DiMichael.

Mr. Passmore responded:

Honored guests, the distinguished Secretary of Labor, and the people who have worked so hard to put on this beautiful program, I say, thanks. I want to thank my dad who provided help to make this possible. I want to thank my mother, who sits beside me, who has guided my life and encouraged me, and I want to thank my brother and my sister. My thanks to the people in the Neighborhood Youth Corps who gave me this opportunity to work with the disadvantaged youngsters in our area. To the many people who followed me here today from East Chicago, this makes me very proud. Thank you for making this time possible for me. It makes my work much easier when I have someone behind me. I think this gives me that extra courage to go on and fight the odds. As I have said many times before, a handicap is what you make of it. God gives me courage, faith, and strength. He has instilled in me to fight the odds. Take lessons from the rubber ball. When you bounce, bounce back. You people out there in wheelchairs, I am so happy to see you. I could go on thanking people for making this thing possible.

Mr. Secretary, I give you a challenge this morning. We of East Chicago and we of the Nation need a continuance of the program which helps the disadvantaged; disadvantaged not because they are black, white, or purple, but disadvantaged because they don't have the opportunity. I challenge you today, sir, because we need you and the Nation needs us too; with us, America can be a stronger taxpaying country. We need your help.

OTHER PRESENTATIONS

Secretary Shultz, representing the President, presented two Distinguished Service Awards, the highest honors of the President's Committee.

One was given to Congressman Charles E. Bennett of Florida—a leader in the House of Representatives in enacting Federal legislation making the Nation's public buildings accessible to the handicapped. A polio victim, he walks with the help of heavy leg braces. He has the leading roll call attendance record in the history of the House, even though at times he had to walk long distances to answer the roll call bell.

The other award went to Stevie Wonder, born blind, top recording artist for Motown Records—at age eighteen. In addition to his singing career, he has

spent much of his time with the disabled and disadvantaged, to build their morale. Mayor Jerome P. Cavanagh of Detroit, Mr. Wonder's home city, wired: "All Detroit area citizens are proud that Stevie Wonder is a part of this community. I extend sincere congratulations to Stevie."

Next, Secretary Shultz presented awards to the national winners of the "Ability Counts" Contest.

The winners: Kathy DeAnn Saxton, Bonneville High School, Ogden, Utah, first prize; Janet E. Looney, Lake Charles High School, Lake Charles, La., second prize; John Muessel, Shawe High School, Madison, Ind., third prize; Christina Fredet, Sanford High School, Sanford, Me., fourth prize; and Lucy Meriwether Sikes, Central High School, Murfreesboro, Tenn., fifth prize.

Secretary Shultz had these final words just before the morning session adjourned: "First of all, I thank the Marine Corps Band. After the instruction the Marines got from Stevie Wonder this morning, and from Duke Ellington last night at The White House, they will never be the same again. And second, I say to you, Mr. Passmore, that I welcome your challenge to work with the disadvantaged. I accept it with enthusiasm."

The session recessed at noon.

THE FIRST AFTERNOON . . .

Concurrent Panels

The First Afternoon . . .

THE INTERNATIONAL SCENE*

Moderator: Frank H. Krusen, M.D., Chairman, Committee for the Handicapped, People-to-People Program

Federal Government Activities

Participants:

A. B. C. Knudson, M.D., Director, Physical Medicine and Rehabilitation Service, Department of Medicine and Surgery, Veterans Administration

Martin E. McCavitt, Ed.D., Chief, Division of International Activities, Social and Rehabilitation Service, Department of Health, Education, and Welfare

Philip A. Klieger, M.D., Head, Clinical Programs Section, Division of Regional Medical Programs, Public Health Service

Herbert T. Wagner, M.D., Consultant, Health Service, Office of the War on Hunger, Agency for International Development

Private Agency Activities

Moderator: Sumner G. Whittier, Executive Director, National Easter Seal Society for Crippled Children and Adults, Chicago, Ill.

Participants:

The World Rehabilitation Fund

Eugene J. Taylor, Secretary-Treasurer, The World Rehabilitation Fund, New York, N.Y.

MEDICO

Colgate Phillips, M.D., Medical Director, MEDICO, New York, N.Y.

American Foundation for Overseas Blind

M. Robert Barnett, Executive Director, American Foundation for Overseas Blind, New York, N.Y.

***A special report will be published, summarizing this panel presentation at greater length.**

Left to right: Colgate Phillips, M.D.; M. Robert Barnett; Eugene J. Taylor; Sumner Whittier; Frank H. Krusen, M.D.; Philip A. Klieger, M.D.; Herbert T. Wagner, M.D.; Martin E. McCavitt, Ed.D.; A. B. C. Knudson, M.D., and James M. Macfarland of the PC staff.

Speakers representing four United States Government agencies and three private rehabilitation agencies described rehabilitation projects in a number of countries, and drew these conclusions:

• Much can be accomplished in solving social and rehabilitation problems through bilateral research and training programs.

• Projects under which physicians and medical technicians are sent to the USA for training have been highly successful—although some problems have arisen because of the desire of some trainees to remain in the United States.

• This problem has been overcome somewhat by sending United States specialists to foreign countries to conduct on-the-spot training of technicians. For example, a five- or six-month training course will be held in East Africa beginning in November, the representatives of the World Rehabilitation Fund announced.

• Vastly increased budgets are needed to carry out effective rehabilitation projects the world over, particularly in emerging countries.

• There is need for more effective coordination in international rehabilitation programs to avoid overlapping of effort and expense.

LABOR AND MANAGEMENT VIEW MORE JOBS FOR THE HANDICAPPED

Through the New Technology

Moderator: G. Roy Fugal, Ph.D., Manager, Personnel Practices, General Electric Co., New York, N.Y.; Chairman, Employer Committee of The President's Committee

Through Improved Second Injury Funds

Leo Teplow, Vice President, Industrial Relations, American Iron & Steel Institute, New York, N.Y.

Through Labor Cooperation

Lawrence T. Smedley, Assistant Director, Social Security Department, AFL-CIO, Washington, D.C.

Through Employer Cooperation with Governors' Committees

Harold Stanzler, Chairman, Governor's Committee on Employment of the Handicapped; Personnel Director, Collyer Insulated Wire Co., Providence, R.I.

Summarizer: Stanley A. Jones, Executive Secretary, Governor's Committee on Employment of the Handicapped, Augusta, Maine

Left to right: James H. Sears; Harold Stanzler; G. Roy Fugal, Ph.D.; Leo Teplow; and Lawrence T. Smedley.

Dr. Fugal opened the meeting by noting the new opportunities for the handicapped in technological fields—and particularly in computer work.

Other comments:

Mr. Teplow: Strong second injury clauses in Workmen's Compensation laws should have top priority in the efforts of Governors' Committees. Despite all evidence that handicapped workers are not accident-prone, some employers still have their doubts and still feel that Workmen's Compensation laws might throw up roadblocks. Management leadership can help break the barriers of misunderstanding.

Mr. Smedley: Through collective bargaining agreements, arrangements often are made with management to protect the jobs of the handicapped. However, management holds the final prerogative in hiring new employees; management must be convinced to give full opportunities to the handicapped.

Mr. Stanzler: Every Governor's Committee should have an Employer Subcommittee made up of leading employers. Also, every Governor's Committee should expand its promotional efforts to acquaint employers with the availability of skilled handicapped job seekers. Yet we must remember that the primary job of *promoting* employment of the handicapped rests with the Governor's Committee; the primary job of *placing* the handicapped rests with the Employment Security Department.

THE HANDICAPPED IN RURAL AREAS: WHO WILL REMEMBER?

Presiding: Roy Battles, American Farm Bureau Federation, Washington, D.C.; Chairman, Rural Areas Committee of The President's Committee

Moderator: E. J. Niederfrank, Ph.D., Rural Sociologist, Division of Extension Research and Education, U.S. Department of Agriculture

Panelists:

Paul A. Miller, Executive Secretary, Governor's Committee on Employment of the Handicapped, Charleston, W. Va.

George V. O'Malley, West Virginia Department of Employment Security, Charleston, W. Va.

Mrs. Evelyne R. Villines, Executive Secretary, Governor's Committee on Employment of the Handicapped, Des Moines, Iowa

Honorable Keith Dunton, Iowa House of Representatives, Des Moines, Iowa

Harry Green, Director, Union County (Iowa) Department of Social Welfare, Creston, Iowa

Henry E. Richards, Secretary, Governor's Committee on Employment of the Handicapped, Tallahassee, Fla.

Kendall C. Beavers, State Supervisor, Consulting Services, Division of Vocational Rehabilitation, Tallahassee, Fla.

John D. Coates, Employment Service Adviser, Rural Manpower Service, U.S. Department of Labor

Milton L. Shurr, Program Analyst, State Program Development Branch, Social and Rehabilitation Service, U.S. Department of Health, Education, and Welfare

Five main points emerged from the panel discussion:

First: Many leaders of rural America have not yet become concerned with developing job opportunities for the handicapped.

Second: Rural leaders are now recognizing the need for action in the employment field.

Third: The Rural Areas Committee of the President's Committee is devoting major attention to developing a program to help Governors' Committees meet the challenge of rural areas.

Fourth: Appointment of Rural Areas Committees in all Governors' Committees would represent a logical step in meeting the problem.

Fifth: Since the problems of rehabilitation and employment in rural areas can become quite complex, pilot projects should first be undertaken to develop effective programs.

TRANSPORTATION AND THE HANDICAPPED

Moderator: Edward H. Noakes, American Institute of Architects, Bethesda, Md.

Panelists:

Thomas H. Floyd, Jr., Director of Research Project Management, Urban Mass Transportation Administration, U.S. Department of Transportation

Sherwood A. Messner, Director, Services Section, Medical and Scientific Department, United Cerebral Palsy Associations, Inc., New York, N.Y.

Cooper B. Bright, Director, The Center for Transportation Studies, Rutgers University, New Brunswick, N.J.

F. E. Dardenne, President, Minibus, Inc., Pico Rivera, Calif.

Summarizer: Peter Lassen, Executive Director, Paralyzed Veterans of America, Washington, D.C.

Left to right: F. E. Dardenne; Cooper B. Bright; Sherwood A. Messner; Edward H. Noakes; and Thomas H. Floyd, Jr.

Mr. Noakes described the work of the American Institute of Architects in developing barrier-free architecture.

Mr. Floyd discussed current innovations in proving better public transportation—such as experimental bus route changes in Los Angeles, St. Louis, and Long Island to serve the disadvantaged. Minibus experiments in inner cities have proved promising, but there's much more to be done.

Mr. Bright described his Center's detailed study of transportation needs of the handicapped, and Mr. Messner called for drastic improvements in mass transit systems to serve the handicapped. Both pointed out that many handicapped persons are prevented from working by transportation barriers.

Mr. Dardenne suggested that a special Minibus, developed by his company, might be one answer to transportation needs of the handicapped. It has been tested in California and soon will be in use in major cities.

The panelists agreed there is need for a central clearinghouse to gather information about transportation for the handicapped.

"EMPLOYABILITY"— A DRAMATIC DEMONSTRATION

Participants:

David Williams, Ph.D., Chief, Branch of Counseling Standards, U.S. Training and Employment Service (USTES), Manpower Administration, U.S. Department of Labor

Harold Reed, Ph.D., Chief, Branch of Technical Services (Counseling), USTES

W. Richard Hiett, Employment Service Advisor, USTES

Edward Rupp, Ed.D., Counseling Psychologist, USTES

Glen Carroll, Chief, Branch of Technical Assistance (Human Resources Development), USTES

Left to right: Charles Mason, Simon Scott, Thomas Dinan, Edward Rupp (team leader), Shirley Smith, Myron Lodge, and Rodney Smith.

What happens inside a public employment office when a handicapped job-seeker comes in? An Employment Development Team—counselor, work-training specialist, manpower specialist, coach, secretary, caseworker (from the Welfare Department) and services-to-the-handicapped specialist—staged a dramatic demonstration of two case conferences. The cases came from actual files.

The first had to do with a 22-year-old man who dropped out of trade school at age 16. After thorough discussion, the team members agreed on:

Rehabilitation services to reduce residual disabilities from childhood polio; temporary financial help; instruction through a Program Learning Laboratory; part-time employment while in training; possible completion of a high school equivalency course; possible night school training in management, at some future time.

The second case involved an Indian whose leg was amputated. The conferees considered:

Not to talk about remedial education for some time to come, if ever; a job in recreation in an Indian village; exploration of job opportunities as a mechanic, perhaps in a motorcycle repair shop; arrangement with the Department of Vocational Rehabilitation for proper fitting of an artificial limb; training in mechanics; intensive follow-up by all those involved in providing services.

RETARDED WORKERS SPEAK UP

Moderator: Charles W. Foster, Assistant Chief, Rehabilitation Facilities Section, Division of Vocational Rehabilitation, Lansing, Mich.

Employers:

Sidney Bubes, Vice President and General Manager, Carter Industrial Laundry, Inc., Washington, D.C.

Seldon Higgins, Employment Policy Assistant, Federal Housing Administration, U.S. Department of Housing and Urban Development

Employees:

Four young workers trained in special education class, occupational training center, institution, sheltered workshop.

Four young mentally retarded workers shared job experiences on this panel.

"What kind of training did you get to prepare you for work?" asked Mr. Foster, the moderator. They said their most effective training was general in nature, covering such points as good working habits, reliability, the like. As one retardate put it: "the training center gives you the background for the job. Then your boss teaches you to do things the way he wants them done."

As for future ambitions, one of the young workers remarked: "I want to get a job in a lab with animals. But I know I'm not ready. So I spend my lunch breaks with a friend who's teaching me. Some day I'll make it."

The two employers on the panel agreed there was not much difference between their retarded employees and their non-retarded employees. "After a while, you can't tell them apart," said one of them.

One retarded young man summed up the meaning of work this way: "When you work, you get to help yourself. And when you help yourself, you get a better understanding of what life is all about."

MENTALLY RESTORED: EMPLOYERS COMPARE NOTES

Moderator: Oliver P. Lasley, Chief Counselor, Department of Vocational Rehabilitation, St. Elizabeths Hospital, Washington, D.C.

Employers:

Mrs. Florence Baker, Catering Manager, Albert Pick Motor Inn, Washington, D.C.

Robert E. Brubaker, M.D., Medical Director, Winchester Group, Olin-Mathieson Chemical Corp., New Haven, Conn.

Robert McGill, President, Consolidated Computer Corp., New York, N.Y.

Robert McKitchen, Manufacturing Superintendent, Texas Instruments, Inc., Attleboro, Mass.

Summarizer: Mrs. Howard Young, Program Assistant, D.C. Mental Health Association, Washington, D.C.

Mrs. Baker said that the first person she hired happened to have been a mental patient from St. Elizabeths Hospital. She has hired many more ex-mental patients since then, and has been trying to get other Washington hotels to do likewise.

Dr. Brubaker said that more sheltered workshops are needed to help ex-patients adjust to the demands of open industry. He also suggested that employers should be willing to take more chances with ex-patients: "employees' behavior during their past working careers is more important than their diagnosis in medical terms."

Mr. McKitchen recalled that when his company needed help, it obtained 20 patients from the nearby Brockton Veterans Administration Hospital. He found that their safety record was better than that of his regular employees; their attendance was "exceptional"; in general, they were excellent workers.

Mr. McGill said that his company's experience with mentally restored workers had been "heartwarming."

Mr. Lasley, moderator, commented that common sense and a positive attitude are the two most important factors in placing mentally restored workers on the job.

YOUTH INVOLVEMENT — A CONFRONTATION WITH FRESH IDEAS

Participants: Mark Rosenman Chairman of the Youth Committee; other young people involved in affairs of the handicapped.

This free-for-all forum questioned traditional methods of serving the handicapped, singling out:

- Rehabilitation: half-way or all the way?
- The overlooked poor
- Volunteers: how can they serve?
- Campus barriers
- The handicapped "doing their own thing."

Dr. Tim Gust is questioned about architectural barriers in universities by a member of the crowd that gathered for the Youth Committee's first presentation at the 1969 Annual Meeting.

Dr. Tim Gust, Director of the University of Pittsburgh's Research and Training Center in Vocational Rehabilitation, Johnstown, Pa., outlined action programs for college students to help eliminate architectural barriers on campus.

Dr. William G. Tompkins, Director of Psychiatric Research and Training at George Washington University's Rehabilitation Research and Training Center, discussed the effects of professional attitudes on the handicapped. Thomas R. Shworles, vocational psychologist at the Center, discussed innovative approaches in rehabilitating the homebound handicapped.

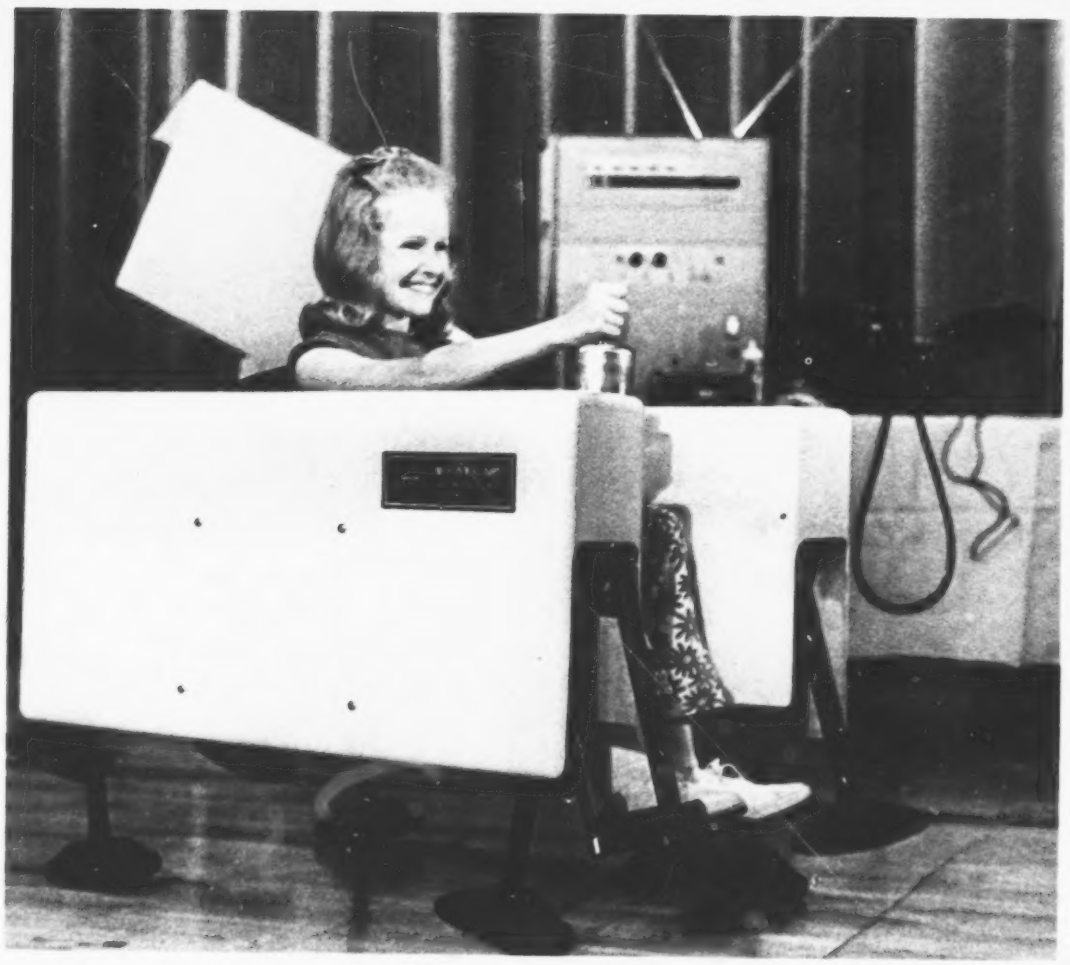
Miss Arlene Blaha, Chief of Facilities, Selective and Operating Branch, at the D.C. Division of Vocational Rehabilitation, discussed new approaches to reach the urban disadvantaged and disabled youth. Alfred Washington of the D.C. Division of Vocational Rehabilitation described pilot programs involving urban youth.

Scott Cochran, president of YOUTH-NARC (National Association for Retarded Children), told of some of the new volunteer programs innovated by his group.

THE SECOND MORNING . . .

William F. Schnitzler

PC Chairman Harold Russell presented the Chairman's Commendation to James E. Webb, former National Aeronautics and Space Administrator, for his outstanding contribution to the Hire-the-Handicapped program.



Mercedes Hartwig demonstrates how a vehicle for walking on the moon can be adapted for the handicapped.

SCHOLARSHIP AWARDS

Leonard Mayo, Vice Chairman of the President's Committee and presiding officer at the Friday morning session, introduced Lincoln S. Tamraz, trustee of the AMVETS National Service Foundation, who presented two AMVETS scholarship certificates to the President's Committee.

These certificates, valued at $1,000 each, are to be used for the education of two outstanding handicapped students, a boy and a girl. Winners had not yet been named.

THE CUSHION CAR

Next, Mrs. Jayne Spain, also a Vice Chairman of the President's Committee, introduced Dr. David Foster, inventor and mechanical engineer of London, England, who presented a film picturing his new system of automobile cushioning which could dramatically reduce automobile accident injuries.

The cushioning or padding he developed has three layers: an outer layer which is very soft to prevent injury to protruding parts of the body such as nose or knees; a middle layer, a bit harder, which eases the total impact by spreading the force over a large area; and an inner layer which prevents bounce or rebound.

The result is what he calls "total injury transfer"—the padding becomes injured during the impact of an accident, rather than the person.

This new form of plastic padding would cost manufacturers from $25 to $100 per car, Dr. Foster said. The result would be automobiles 50 times safer than they now are—and many fewer handicapping auto accidents.

"HELP ON WHEELS"

Mrs. Spain next introduced a new Women's Committee film, "Help On Wheels," for its premiere showing.

The film, produced by the University of Nebraska School of Home Economics, was sponsored by the Women's Committee and financed through a grant from Social and Rehabilitation Services of the Department of Health, Education, and Welfare.

Dramatically, it showed what can happen when a community mobilized its resources and its manpower in behalf of the handicapped.

Architectural barriers started to be removed all over town; handicapped housewives, with the help of trained homemaker rehabilitation consultants, could begin to lead productive and useful lives as homemakers; new devices and appliances were made available to the handicapped to enhance their mobility and independence; everywhere, the handicapped began to find new hope and new opportunity.

"Help On Wheels," Mrs. Spain noted, is available for showings at service clubs, volunteer organizations, health agencies, church groups, rehabilitation and welfare organizations, and Governors' and local Committees on Employment of the Handicapped.

MANAGEMENT AND LABOR

Management and labor always have been in agreement on the need to offer full opportunity to handicapped workers, Mr. Mayo observed. To demonstrate their solidarity on this subject, he presented two speakers.

Representing management was Louis C. Lustenberger, Chairman of the Executive Committee of the Board of Directors of the W. T. Grant Co., a chain of 1,100 general merchandise stores throughout the United States. Under his leadership, the Grant organization has established a formal written policy favoring employment of the handicapped.

Mr. Lustenberger's Remarks

I was asked to speak with you today because my Company, the W. T. Grant Company, was selected in 1964 to receive the first Employer of the Year Award by the National Association for Retarded Children. As a result of receiving that award, we adopted a written policy on the employment of the handicapped—and particularly the mentally retarded. We had not previously had any rule which would prohibit the employment of the handicapped, but neither had we established a policy of encouraging it. Note that I refer here to the handicapped, rather than just the mentally retarded. I recognize that the interest of this Committee encompasses every kind of physical as well as mental handicap and, while my remarks pertain directly to employment of the retarded, certainly the philosophy and policies involved are applicable to every type of handicap.

Our policy has met with gratifying success. It has been widely acclaimed and enthusiastically received by those interested in the problems of the handicapped. Our policy was in no way motivated by a desire for favorable publicity. It was simply the result of our conviction that it is sound business policy to employ the mentally retarded; that there exist tremendous undeveloped opportunities to do so; and that the business community is still largely unaware that such opportunities do exist.

Thanks to improving educational levels, to the all time high employment level, and to other contributing factors, the unskilled labor supply is painfully scarce. Employers everywhere are constantly searching for people willing to do the simple, repetitive types of jobs which still need to be done. Unfortunately, those normal people of limited talents who are looking for work tend to feel that jobs for which they are qualified are beneath their dignity. This causes lackadaisical performance and an extremely high turnover and, as a result, the problems which develop are out of all proportion to the importance of the jobs in question.

I would like briefly to tell you the background of our having received the first *Annual Employer of the Year Award.*

In 1964, our store manager who was then in Wilmington, Delaware, Mr. Sheridan Byrne, became interested in a High School Rehabilitation Program for the mentally retarded. Mr. Irving H. Wagenschnur, program coordinator at the Henry C. Conrad High School, had a difficult selling job to do, because the average employer, immersed in the everyday problems of his business, knows little of the nature of retardation, and usually relegates such matters to the charity end of the business. Because the Grant Company had had a long and successful experience with vocational work/study classes in the area of Distributive Education, Mr. Byrne decided to try one or two retardees. He and Mr. Wagenschnur worked out together the proper placement of those chosen—in jobs for which they were qualified.

It was soon evident that these were dependable workers whose attitude toward their jobs proved the wisdom of the experiment. Before the end of the school year, our manager had employed *five* retarded students—had given them several salary increases, and was convinced that employing the trained mentally retarded was, indeed, good business. One 17-year-old boy who had been employed as a stock boy was later promoted to the position of salesman in the garden shop.

As the then President of the Grant Company, I naturally became interested in this field and learned much about it. I learned that there are almost six million retarded in the United States of America—that their number is increasing by 120,000 each year—and that they have a direct impact on the lives of as many as twenty million close relatives. I learned that mental retardation is the fifth most frequent cause of disability —following cancer, heart disease, arthritis and mental illness—but that it *alone* attacks *only* children.

I learned that if we are to succeed in expanding employment opportunities for the retarded, we must begin by educating those who *have* full use of their faculties to the knowledge that reduced ability to think is *not* a disease; that the retarded are *not* mentally ill. Too, I learned that mental retardation is not always a condition present at birth, but can be acquired from substandard living conditions. I learned that the great majority of retarded children *can* be helped and their I.Q. levels improved through proper environment and training during the early years—but that less than 4 percent of those who could be helped receive the special schooling that is required. I also learned—and this is encouraging—that of all mentally retarded, about 90 percent are but slightly retarded, and they *can* be educated and employed. And there are almost three million retarded of employable age.

The impact of a problem of this magnitude on the national economy is enormous. Since the retarded and, in some cases, the handicapped, become school dropouts when classroom requirements are not geared to their special requirements, too often they become public charges or grievous family problems. In fact, the *institutionalizing of one individual for a life time* costs the taxpayer an average of over $100,000. This in itself is a sound reason for business, whenever possible, to hire the employable handicapped. However, I do not believe that any company can be successful in the employment of the handicapped unless its top management thoroughly understands and endorses the program without reservation and *in writing.* Here is our written and published policy:

> "Persons who are either physically handicapped or mentally retarded shall be considered for employment on the basis of their capability for a particular job. Handicaps which do not interfere with the performance of a job shall not disqualify for employment, provided such handicaps do not constitute an undue hazard to the employee or to the Company. Such persons shall be paid wage rates comparable to those paid other workers of like seniority in the same or comparable job classification."

Note, as I said earlier, that our policy includes both the physically handicapped and the mentally retarded.

The nature of our business is such that our opportunities for employment of the physically handicapped are quite limited. However, we employ as many as we can in both categories—and here are the reasons for our conviction that employment of the retarded is sound practice from every standpoint:

First: The very nature and extent of the problem calls for help from everyone in position to do so.

Second: The capacity of the retarded to benefit—in other words, his employability—is far beyond what all but a few people realize.

Third: The employment of the retarded is not only a corporate social responsibility but sound community relations and good business, too. Every company of any size has a certain amount of routine repetitive work that must be done, and the supply of people to do such work is decreasing. Not only can the retarded fill such jobs, but they can do so with lower personnel turnover, better attendance and safety records, and better job attitude than many so-called normal workers.

Fourth: And my final reason for urging every business to adopt a policy such as ours is that in many instances the individual can become a self-respecting, taxpaying citizen rather than a burden to society.

Careful selection, training and placement is, of course, of prime importance. It calls for the help of a specialist and we have emphasized to our store managers that they must work with local rehabilitation centers and agencies. I cannot over-emphasize this point. It is vital to use skilled guidance—and failure to do so can only hamper the success of such a program, and in the long run do more harm than good. It is imperative also that these agencies recognize *their own* responsibilities and live up to *their* partnership with business, because the employment of a person *not* capable of satisfactory work performance does serious injustice to both the individual and the program.

Our managers are required to follow sound personnel practice and to give the retardees the same tests as designed for normal people. The intent of our policy is to give equal opportunity—*not* special preference. It is *not* a philosophy of charity. In fact, it is only in this concept that a company can adopt a program for employing the retarded without the danger of greatly increased insurance costs. However, if the insurance company is assured of a properly controlled program, there will be no increase in the cost.

We further urge that the individual be placed in work which calls for his *highest level* of capacity. Even among the employable retarded there is a wide range of abilities and it is important that they—as all other workers—be trained and promoted to work at their highest, not their lowest potential. In this connection, it is significant to note that the young man in our Wilmington store, to whom I referred, was hired as a stock man and later promoted to salesman. Subsequently, he enlisted in the Marines, served in Vietnam —and yet, today, without the opportunity afforded him for gainful employment, that young man might well be a so-called "dropout" and a burden upon either his family, society or both!

Within our Company we directed copies of our Policy and Guide to all our store managers, district managers and other executives. This was done with some concern because ours is a tough, competitive type of business and our managers in general are practical, aggressive administrators. They are given great latitude in operating their stores and their compensation is based directly upon the profit of the store. Thus they are not inclined to accep[t] ny policy or program which in their judgment might ave an adverse effect upon the figure at the bottom o[f] he profit and loss statement.

We need not have worried—the Policy was very well received . . . with understanding, enthusiasm and with a great sense of pride in their Company. Our managers have actively cooperated with the rehabilitation people in many communities and encouraged other business people to do so. There has developed throughout the country an increasingly close and productive relationship between our people and the various schools and agencies for the mentally retarded—and a number of our managers have become active participants in their local rehabilitation programs.

We adopted our Policy in October 1964, when we accepted the Award from the NARC. At that time we had approximately 20 retarded in our employ. We have just completed another survey which reveals that we now have 127. This may not seem many in a company employing some 60,000 people—but it is an increase of over *500 percent* within four years and each of these people was carefully selected and placed—and few, if any, would have been employed had it not been for the adoption of a formal policy.

Our annual Employment and Performance Survey reveals that our 127 retardees hold such jobs as dishwashers, bus boys, kitchen helpers, porters, stockroom helpers, merchandise markers, messenger boys, waitresses and sales clerks. We have asked our store managers to rate their performance and their ratings are as follows: poor, 4 percent; fair, 19 percent; good, 55 percent; and excellent, 22 percent.

This rating, made by hard-headed store managers, is the most convincing reason why I urge business people across the nation to give serious thought to the employ-

ment of the trained retarded. 77 percent of those rated scored in the good-to-excellent category, which is certainly clear evidence that our confidence in this program, and in these people, is entirely justified.

In giving you these figures, it is important to emphasize that we are a relatively large company with an annual sales volume of over one billion dollars, and yet, with all the emphasis we have placed upon this program, we have been able to employ only 127 retardees. In other words, no company, regardless of its size and the interest it takes, can do more than a small part of the job. I firmly believe that the business community has the capacity to absorb practically all of the employable mentally retarded—but it calls for widespread participation on the part of all companies in all types of business throughout the country, as well as a more aggressive and widespread approach on the part of the rehabilitation agencies. This is why we in the Grant Company feel it is essential to spread the word through gatherings such as this one today.

It is also essential that we do not become discouraged and lose interest because the percentage of employable retarded is very low in relation to total payroll —but rather that we think in terms of *each individual placement* as a big step in the right direction. And here, as a fine illustration of what such individual placement can mean, I take the liberty of reading to you a letter which I received just a short time ago from a Mr. William Meacham who lives on Staten Island, New York:

"Dear Mr. Lustenberger:

"One of the milestones in the life of my wife and me, was the day last month when our oldest son, Robert, started to work part-time in the W. T. Grant store on Staten Island. Bob is handicapped in that he is a slow learner.

"The metamorphisis in just a little over a month is amazing. For the first time in his 18 years, life has taken on some meaning.

"I share his great pride in working for the W. T. Grant Company. I am proud that he is working for a concern that will give people like Bob an opportunity to prove that they can take their rightful place in society.

"Please accept my deepest thanks and appreciation for a company policy that gives opportunity where it is greatly needed. Also, I would like to express my sincere appreciation for the understanding expressed by the executives at the Staten Island store, Mr. Post and Mr. Calahan, toward my son and me.

Sincerely,
William L. Meacham"

And I can assure you that we have received many, many such heart-warming testimonials.

Fortunately, interest in employment of the retarded is growing rapidly throughout the country—evidenced by the fact that well over 25,000 copies of our Policy and Guide have been distributed by The President's Committee, the National Association for Retarded Children, and by direct request from State Departments of Health and Welfare and from editors all over the country. We have received requests from colleges and Universities, State hospitals and local rehabilitation centers —from distraught parents and friends of retarded persons—and even from people in foreign countries. And in this connection, as some of you may know, this year, for the first time, the National Alliance of Business Men has by specific reference, included both the handicapped and the mentally retarded in its "JOBS" program for employment of people from so-called hard core areas. And yet another encouraging development is the fact that the 1968 amendments to the Vocational Education Act of 1963 provides for the development of programs—and also the funds—to help the disadvantaged—including the handicapped.

So I believe we can say with complete conviction that great progress is being made—and we, of course, are not only willing but eager to share our policy and experience with others. Anyone who is interested need only write to the Personnel Department of the W. T. Grant Company in New York City.

It is my sincere hope that many others in every field of activity will help tell this story of practical aid for companies seeking to fill the routine, repetitive jobs in which turnover has increased so sharply—this story of hope for those who would otherwise be hopeless—this story of potential welfare cases who can carry home their weekly pay envelopes with pride—secure in the knowledge that they have delivered a dollar's worth of work for every dollar they received.

Thank you—it has been a privilege to take part in a gathering such as this—in the interest of such a worthy cause.

LABOR'S VIEWPOINT

Labor's point of view was expressed by William F. Schnitzler, Secretary-Treasurer of the AFL-CIO. He had spent his lifetime in the labor movement; he was one of six union leaders who brought about the merger of the AFL and CIO in 1955. He had to go to work at age 10 on a peddler's wagon; ever since, he had been concerned with improving the conditions of working people, the handicapped among them.

Mr. Schnitzler's Remarks

It is truly an honor to participate in this forum—a forum dedicated to bringing full opportunity to members of the Nation's largest minority group.

I am, of course, referring to the 42 million American citizens who are physically, mentally or emotionally handicapped.

Like many other minorities, the handicapped have felt the sting of exclusion over the years. Ignorance and prejudice have kept many of them from their rightful places in society. Discrimination has kept many from jobs—jobs incidentally that they are more than qualified to do.

The handicapped were never legally excluded from public buildings. But the very way those buildings were planned and constructed bars many from entering.

They were never segregated on public vehicles. But the very way those vehicles are built excludes many handicapped from even boarding them.

Most important, the handicapped were never told that they would not be hired. But they are often barred by such impediments as the height of a workbench or the design of stairs leading to a work area.

My assignment today is to present labor's view on jobs ad the handicapped.

I think today labor is like a traveler who has had a rough trip up a mountain. He reaches the peak and feels a great sense of accomplishment.

Then he looks across the valley lying beneath him, to the next mountain which he must also cross before he is home.

In a sense, that's how labor views the job situation today for the one out of every five Americans whom society calls the handicapped.

We are pleased because much progress has been made, especially in the past two decades. And it is no coincidence that it has been during this very period that the President's Committee on Employment of the Handicapped has come into being. Much of the progress is due to this Committee, and, I am proud to add, to the efforts of the trade union movement.

From its earliest days, the labor movement has sought legislation to protect the Nation's largest minority.

Labor pioneered in getting workmen's compensation laws passed to financially protect workers injured on the job.

We have fought—and won—many legislative battles for benefits for disabled veterans.

We joined with many in this audience today in supporting vocational rehabilitation bills.

Labor has worked to increase employment opportunities through collective bargaining agreements. We have formed committees in cooperation with enlightened management to make sure that the handicapped have been given equal opportunities.

As we stand today on top of our first mountain we find great satisfaction in some of the results.

In 1960, for instance, nearly 90,000 persons were rehabilitated under Federal vocational rehabilitation programs. That meant they were trained to take jobs —and in most cases were able to find jobs.

By 1965 that figure had jumped to 135,000.

Since 1962, when the Manpower Development and Training Act was passed, thousands and thousands of handicapped persons have been trained and most of them have subsequently been employed.

Under other Federal Acts, in 1968 about 7,000 blind persons and 12,000 visually limited persons were placed in a variety of occupations.

Indeed, much progress has been made.

But what about that second mountain we see ahead? Let's take a closer look.

Two-thirds of the Nation's blind who are of working age are not working.

Less than half of the Nation's paraplegics of working age who want jobs have found them.

Only a handful of the 200,000 men and women with cerebral palsy who are of working age have jobs.

Worse, some of the handicapped who do get jobs are exploited. Fortunately, this practice of paying semi-starvation wages to those with handicaps is fast disappearing. I believe the fact that there has been some success in ridding society of this greed-motivated practice is due to this Committee's efforts, as well as those of the labor movement.

What is also disappearing, but not quickly enough, is the attitude of some employers about employment of the handicapped.

I believe that all of us here must pass the word to those employers. We must tell them facts. And the facts clearly show that a handicapped person is often a better and more dependable worker. In fact, we can develop a more positive approach by eliminating the reference "physically disabled" to physically *able* to do certain jobs.

The facts show that the employed handicapped worker is an asset to his employer and his community.

And candor impels me to add one more comment about jobs for the handicapped.

I see a dangerous trend today, a trend that seems to contradict the statements being made by corporate leaders. They say they are interested in providing employment for minority groups, for those who most need

jobs. This, of course, includes the members of the Nation's largest minority.

But in actual practice, many corporations are exporting jobs. They are hedging their bets on the future of this Nation and its people.

They're betting, instead on foreign nations. And, I suspect, on the fact that they can more easily exploit the working people of those nations.

So I would appeal to you here today. I ask you to help labor to stop this mass exportation of jobs—jobs which could and should go to the unemployed of this Nation, including the unemployed handicapped.

There are some other things that can be done to get over the second mountain. Some are now being done by labor and by some progressive managements.

But they must be expanded and put into practice on a national scale.

What are they?

One involves agreement between labor and management at the bargaining table on special contract clauses to protect handicapped workers.

What kind of clauses are we talking about?

One clause provides protection for a returning veteran with service-connected disabilities.

Another would allow an injured employee to transfer to a less strenuous job if his injuries prevented him from performing his old duties.

A third sets up a joint union-management committee. This committee determines the physical and mental requirements for all job openings. It also provides for equal consideration in hiring to available handicapped workers.

Another clause provides that if an employee is assigned to another department because of disability, he carries with him full seniority rights from his former job, providing he is qualified or can be trained in a reasonable time.

These are the kinds of things that management and labor can do together to get across that second mountain.

For our part, labor will continue to do all in its power to influence the guidelines and hiring procedures. We shall continue to cooperate in every way so that management will more fully accept its responsibilities. For hiring is—after all—a function of the employer.

We shall continue to fight for necessary legislation—legislation that will help transform the raw material of an unskilled, unemployed handicapped person into the final product: a trained, employed handicapped worker.

We shall do this because justice requires it.

We will do it because there is no logic—no right—to chain the handicapped to lives of compulsory idleness.

We will continue to do it because the good of the Nation compels us to do it.

The vast majority of this large minority is really a great untapped natural resource. By putting this resource to work, all society will benefit.

For instance, last year about 3,200 blind operators of vending stands in public buildings made a great contribution to the national economy. They earned a total of nearly $17 million. That's an average of about $5,600 per operator.

I could spend a great deal of your time reciting a litany of similar statistics. They all show that the disabled have great potential for becoming a major part of the Nation's work force.

I think former Vice President Hubert Humphrey put it best when he said:

"We are an affluent country, enjoying full employment and unprecedented prosperity. But we are not so rich that we can be prodigal with any human resources. Our handicapped must be enabled to participate fully in every phase of society. We simply cannot afford the economic loss of their wasted ability."

We in the labor movement believe that this Nation will continue to suffer an economic loss and experience a great waste as long as the many thousands of employable handicapped persons remain jobless.

Finally, there is one other aspect to the problem, one that labor considers vital. To leave it untouched would be a great sin of omission.

I am talking about the prevention of disabilities. For if disabilities can be prevented, it follows that there will be fewer handicapped persons needing help to employment.

It is no longer possible to escape the conclusion that substandard social conditions have a great bearing on disabilities. I think more attention must be paid to eliminating some of these conditions which contribute to increasing the number of handicapped in America.

I am referring to the handicaps of poverty, poor environment and lack of adequate medical and psychological care.

Recently Blue Cross commissioned a health survey of the general population.

The surveyors broke down areas surveyed into subsections. By so doing they were able to get a true picture of the problems of those who live in depressed areas.

What did this survey show?

In depressed areas, inner cities, in Appalachia and

Spanish-speaking sections, the rate of disability was appalling.

There were striking differences between poor areas and what the surveyors called average areas.

The incidence of heart disease in the poor areas was four times as great as in the average areas. It was six times greater for nervous and mental disorders; eight times higher for visual defects; three times higher for orthopedic defects.

These figures speak for themselves. I know that all of you are here because you have enlisted in the struggle to find employment for those who deserve it.

I would ask you now to join as well in fighting to eliminate social conditions which breed increased disabilities. I think programs that will change those figures I just cited are a major tool in getting this Nation over that second mountain.

That mountain offers an extraordinary challenge.

But the top of the first mountain has been reached—the halfway mark has been passed. The rest of the trail will not be easy; but it can be traveled. It must be traveled.

And when the goal is reached, the reward will be great.

It will be satisfaction to those who made the climb. It will be a full life to all the handicapped. It will be prevention of potential handicaps for many who now live in their shadow. It will mean a new treasure of human resources to this Nation.

It will be a reward well worth the struggle.

SPACE SCIENCE AND THE HANDICAPPED

"When you think of space science," asked Mr. Mayo, "what crosses your mind? Orbits around the earth . . . flights to the moon . . . a new category of American heroes, our spacemen. But think of the handicapped, too. For many dramatic developments in space science have been adapted to just as many dramatic developments for the handicapped."

With that, he introduced a spectacular presentation —films, slides, actual demonstrations, space scientists from around the country describing their work—produced for the President's Committee by the National Aeronautics and Space Administration.

Its narrator was Ronald J. Philips, Director of NASA's Technology Utilization Division.

SURPRISE AWARD

Before the NASA program began, Chairman Russell called to the podium James E. Webb, former NASA Administrator, to present the President's Committee's Chairman's Commendation for his leadership in furthering NASA's activities in behalf of the handicapped.

It was Mr. Webb himself, Mr. Russell explained, who developed the Technology Utilization Program that brought space developments into practical use for all mankind.

Mr. Philips

"What you will see this morning," said Mr. Philips, "is the technology of the 1960's that will become the practical reality of the 1970's."

NASA, he explained, has probed many scientific areas in its efforts to explore space. Much of its scientific and technical knowledge has had application in fields outside of space exploration: industry, medicine, education, rehabilitation.

NASA's Technology Utilization Program announced some 3,000 technical innovations and discoveries during the past three and one-half years, Mr. Philips said. Additionally, there now are more than 700,000 aerospace documents, in computerized file, "on subjects ranging from ablation to zodiacal light." This storehouse of knowledge is growing at the rate of 8,000 items per month. Most is available to the public.

"In today's program, you will see how some of this knowledge has been translated into practical dividends to help the handicapped," he said.

THE DEMONSTRATIONS

Reduced Gravity Simulator

NASA's Langley Research Center developed this simulator which reduces the pull of gravity to one-sixth of what it normally is—the amount of gravity found on the moon. This gives astronauts the opportunity to practice moving about in moon-like gravitational conditions.

The Texas Institute for Rehabilitation and Research in Houston, Texas, adapted the simulator for rehabilitation purposes, as an aid in teaching persons with ambulatory handicaps to move about normally.

Remotely Controlled Oculometer

How closely are eye movements related to mental alertness? This becomes an urgent question for pilots and astronauts operating high-speed aircraft and spacecraft.

Eye movement studies have led to the development of a remote oculometer by Honeywell, Inc., which can

measure eye pointing direction, blink occurrence, eye position, and other characteristics. The device has ready application for those with eye disorders.

X-Ray Enhantment

The entire earth has marveled at photographs of the surface of Mars taken by Mariner IV spacecraft, and the surface of the moon taken by Surveyor I. The clarity was achieved by a special digital filtering process developed at the NASA Jet Propulsion Laboratory in California.

This process has been applied to medical x-rays; and it shows promise of enabling x-rays to reveal details never before possible.

Wheelless Wheelchair

How can spacemen "walk" on the moon? A novel Lunar Walker is the answer. This eight-legged vehicle moves with stepping motions and can cross rough or sandy surfaces with no trouble. It looks somewhat like a chrome and plastic insect, and can move forwards, backwards, or sideways.

If it can work on the moon, why can't it work on the earth for the cerebral palsied and other handicapped with balance and gait problems? It can and it does. This wheelless wheelchair was demonstrated by a pretty blonde young lady who put it through its paces with little effort.

Dynamic EKG Monitoring Device

So that spacemen could get their heart beats measured readily with little effort, NASA's Flight Research Center in California pioneered in the development of spray-on electrodes. The entire EKG device could be attached with special spray in a matter of moments; electrocardiogram data could be radioed to the central monitoring system on earth.

The device can work for heart victims, thanks to an adaptation by an ambulance company on the West Coast. It operates this way: a patient has a heart attack; the ambulance responds. Attendants spray on the device while he's still on the stretcher. Electrocardiogram signals are sent by radio to the hospital while the ambulance still is in transit. Doctors can study the EKG before the patient arrives. By the time he gets there, they have a good idea of his condition and the treatment necessary.

Sight Switch

In the early years of space exploration, scientists worried that the excessive G-forces during lift-off would prevent spacemen from moving their limbs to navigate the craft. So a sight switch was developed. A light beam highly sensitive to changes in reflection of light or dark areas is aimed at the eye. The white part of the eye reflects light at a slightly different rate than the dark part. The light beam responds to these slight differences, by activating various switches.

This device has been adapted to wheelchairs by the Marshall Space Flight Center and Hayes International Corporation. A patient can sit in the chair and activate it by the way he moves his eyes. So long as he has eye movement, he is mobile—no matter how severely paralyzed he might be.

TWO BANQUETS AND A LUNCHEON . . .

Dr. Gudmund Harlem

Mrs. Jayne B. Spain, Chairman, Women's Committee (right), and guests at Women's Committee reception. From left: Mrs. Rex Roupe, Des Moines, Ia.; Mrs. George Dinsdale, Omaha, Nebr.; Lady Hamilton, London, England; and Leo J. Pollak, New York, N.Y.

Mrs. George P. Shultz, wife of the Secretary of Labor (center), chats with Mrs. Elizabeth Duncan Koontz, Director, Women's Bureau, U.S. Department of Labor (left), and Mrs. Edward C. Moynihan, Vice Chairman, Women's Committee, at reception on April 30.

Will Rogers, Jr.

Speaker, Mrs. Elizabeth Duncan Koontz, Director, Women's Bureau, U.S. Department of Labor, and Chairman Harold Russell at the Women's Committee Banquet head table on April 30.

U.S. Civil Service Commission Vice Chairman James E. Johnson was guest speaker at the Veterans Luncheon on Friday, May 2.

Irving Geist (right), New York philanthropist, receives "International Goodwill" Award of the People-to-People Committee for the Handicapped in recognition of his worldwide humanitarian activities in the field of rehabilitation. Dr. Frank H. Krusen, Chairman of the Committee, makes the presentation at the International Banquet.

Mrs. Jayne B. Spain, Chairman of the Women's Committee, chats with Mrs. Laura Passmore, mother of the 1968 Handicapped American of the Year, at the Women's Committee reception. Mr. and Mrs. Robert H. Ewing of Washington, D.C., are seen in the background.

A special award to The American Legion on its 50th Anniversary was presented by Chairman Harold Russell at the Veterans Luncheon. National Vice Commander John A. Jones accepted the award on behalf of the Legion.

Freddie Henshaw and daughters

Two Banquets and a Luncheon . . .

WOMEN'S COMMITTEE BANQUET . . .

On A Wednesday Evening

Talk, laughter, good spirits, the beginning of a beautiful evening. It was the Women's Committee informal reception, through the courtesy of the International Brotherhood of Electrical Workers.

Then the banquet itself, with Mrs. Jayne Spain as Mistress of Ceremonies. There was music by the U.S. Navy's famed "Sea Chanters." And then there was a thoughtful address by a charming lady, newly appointed Director of the Women's Bureau of the Department of Labor, Mrs. Elizabeth Duncan Koontz.

Mrs. Koontz

It would be tempting to use this occasion for some rather justifiable congratulations. We could list our accomplishments, linger a bit over some inspiring examples of those we've helped, and go home with the words "well done" ringing in our ears.

It's tempting: but I don't think the group assembled here tonight needs that kind of praise or that kind of facile optimism. I think you are here tonight because you have seen the immense need for work with the handicapped and have responded to it. I think you already know the odds against which the handicapped struggle, know firsthand the joys and frustrations of working with them, know what can be done when a strong spirit refuses to be defeated.

But we can with justice say, "well begun." Since the Women's Committee was founded in 1962, you have been quick to see areas of real need in the Nation's work with the handicapped and to come forth with programs to fill those needs. With your homemaker rehabilitation program you have started work in an area that may not get much publicity for you (no one collects statistics on unemployed homemakers) but we all know that the need for such work is crucial. According to estimates, more than one-tenth of the homemakers in this country have a physical disability. Everyone knows what a devastating effect it can have on the children and on the wage earner when a homemaker cannot manage her job. By working with professionals who help the handicapped homemaker find ways to carry on, you help the whole family carry on. No one will quite be able to measure your success, because no one will ever know how many homes still function as homes because of your work. You may not be winning headlines this way, but it is a wonderful example of the kind of thing concerned women do to better the lot of other women.

You're making headway, too, with your program against architectural barriers. Thirty-two States have passed laws requiring that buildings to be constructed with public funds be accessible to the handicapped. More than 100 cities have studied their public buildings to determine which can be used by the handicapped. But you can't stop there. What about the States that haven't passed such legislation? What about the 900 cities that haven't studied their public buildings? What about churches, cathedrals, libraries, museums, and auditoriums?

I suppose none of us here tonight will ever know the glorious feeling of planning a building and watching it take shape in brick and stone. But we can do something else. We can be the ones to make sure it becomes a building which people, all people, can use. We can publicize the need to provide ramps as well as stairs; to put in elevators, telephone booths, restrooms, and drinking fountains that can be used by the handicapped; and to provide proper entrances. The handicapped should not have to enter, as one man in a wheelchair expressed it, "through the rear door, where freight is hauled in and garbage hauled out." We're for dignified public buildings which all people can use with dignity.

Of all your programs, the one that's closest to my heart is Project Earning Power, which helps handicapped craftsmen earn a living by producing articles of good design and workmanship. I like it, I guess, partly because as a former teacher, I am still excited by the prospect of discovering a talent or a skill that's hidden and helping that talent to develop. I like it because this is the real way that people find dignity and self-respect—not through charity or good works but by finding what they need within themselves. I like the project because I think we need to give a boost to genuine arts and crafts in this country. I'm sure anyone who's been shopping for a gift lately will agree that so

much of what's available is unimaginatively designed plastic goop. It is thrilling to see the high quality of workmanship and the care that goes into many of these products of the handicapped. The program has other dimensions, too. It has shown that it's possible for quality arts and crafts to compete successfully on the commercial market. I think this is good news for the handicapped, for the future of arts and crafts in this country, for the economy in general.

I think, though, that the greatest contribution you are making is in your work to change the attitudes of the public toward the handicapped, particularly on their employment. There can be no question of the high priority for this work or of the success that you and the President's Committee have had with it. In one year alone, 1966, employment offices placed nearly 309,000 handicapped people. That year 154,000 handicapped persons were rehabilitated under State-Federal programs, and 17,000 handicapped men and women were employed by the Federal Government.

But we are not here to talk about our successes, nor to celebrate record-high employment statistics for the handicapped—not while there are so many who still have no share in this success. Not while for the severely handicapped it is pretty much the same old story of rebuffs and unemployment. The statistics tell the grim story:

Of the 60,000 paraplegics of working age, fewer than half are employed.

Of the 150,000 blind, only a third are employed.

Of the 400,000 epileptics, somewhere between 15 and 25 percent are employed.

Of the 200,000 victims of cerebral palsy, only a handful have a job. The United Cerebral Palsy Association has set as its *goal* only a 10 percent employment rate.

Here is where the need exists; here is where the hard cases are, the ones demanding almost a person-to-person approach. But here is the challenge that we must find the resources to meet.

There are other challenges—to society, to ourselves. While it is important to go on informing the general public of the mutual benefits to employer and employee of hiring the handicapped, I think we must also keep our own minds alert to new possibilities we have not been aware of. I think, myself, that we have scarcely tapped the potential of the handicapped.

Of course, everyone knows that some handicaps can be turned to an advantage: that the deaf turn in a superior performance in settings where sound distracts others; that the handicapped have better on-the-job safety records; that the mentally retarded have more patience in jobs that require routine; that the blind develop a sensitivity of touch that is more effective than sight in such matters as detecting flaws on machine parts, for example.

But while we are busy removing architectural barriers, we should be aware that there are psychological barriers that thwart the handicapped just as much. And our awareness of them should begin with ourselves. Do we really know, and does the general public realize, that a physical handicap implies no mental handicap? Or are we just a little startled when the man in the wheelchair takes his place behind the lectern in a college class on organic chemistry? Are we aware that the mentally retarded have compiled good job records as sales clerks, mechanics, waitresses, carpenters, upholsterers, and weavers? Are we prepared for the fact that job simplification will make it possible for them to become data processors, electronic component assemblers, offset press operators, and bank clerks? There should be no satisfaction in mere numbers of the handicapped employed. The standards for their employment should be the same as for anyone else; we need to ask the question: are they employed at the top level of their ability?

We have all read so many stories of the handicapped who have dramatically conquered their afflictions to lead rewarding lives—of paralyzed artists who paint holding their brushes in their mouths, of blind sculptors, of paraplegics who operate switchboards, of the severely injured who find a way back to nearly normal life. Since we are among those who try to form public opinion on the handicapped, I think we need often to ask ourselves if we have rightly understood the meaning of these stories. Unquestionably, they tell us something of the steel that is in man's spirit. But I think they tell us other things, too: that the person, not the handicap, is central; that there are many ways around a handicap and that therefore the handicap should never be enlarged beyond the fact of its actual dimensions; that we should help the individual cope with the specific handicap and erect no other barriers, not even sympathetic ones, around it. We do no favor to the handicapped or to ourselves when we underestimate what they are capable of.

Then, too, I think we have to ask ourselves every now and then if we really know what the word "handicapped" means. Maybe we will have to work out some new definitions of that word. We have always used it before to mean a physical or mental limitation. But some won't have it that way. As one interviewer was told by an amputee, "I'm not handicapped; I simply look that way." We have to respect his opinion.

On the other hand, the Department of Health, Education, and Welfare has broadened the term to include those who are drug addicts, alcoholics, or disadvantaged. And it makes a good case for doing so.

Our Nobel Prize winner, Ernest Hemingway, would include us all. "The world breaks everyone," he has written. But then he adds, "and afterward many are strong in the broken places."

Perhaps we could all agree that a handicap does not always show; and that the disability which does show is not always a handicap.

Finally, if we are to hope to change the attitudes of the general public, we must be sure that we ourselves keep abreast of the latest research in the field. In this connection, I should like to discuss some of the latest insights in the field of special interest to me, that of mental retardation.

The mistaken notion that retardation is an unavoidable fact of life is at last beginning to give way. Mounting evidence points to a connection between mental retardation and malnutrition. Consider these facts:

Three-fourths of the Nation's mentally retarded are to be found in the impoverished urban and rural slums.

A child in a low income family is 15 times more likely to be retarded as is a child from a higher income family.

Among premature babies neurological and physical disorders are 75 percent more frequent than with full-term babies. Low income women are 3 times as likely as other women to give birth prematurely.

We know that low income, economic stagnation, malnutrition, high rates of disease, and mental retardation are all found in the Nation's poverty areas. As the President's Committee on Mental Retardation has expressed it:

> "The meaning of the known and apparent facts is clear: the conditions of life in poverty—whether in an urban ghetto, the hollows of Appalachia, a prairie shacktown or on an Indian reservation—cause and nurture mental retardation. We believe that attack on the fester points of poverty will also hit the causes of retardation in the nation's rural and urban slums."

There is an old saying that if you want a job to be well done, then give it to someone who already has too much to do. I have asked a great deal of the group tonight, I know—to carry on and expand the old programs. They are good ones. More important, to bring to these programs a new awareness based on the latest developments and research in the field. This, I believe, is one of the most important functions of volunteer groups. For new knowledge should not be the property of professional workers only. It must be brought to the public at large where it can change our attitudes and affect our courses of action. If I am expecting a great deal of this group, it is a measure of what I think you are capable of. And that, I think you know, is in itself a tribute.

INTERNATIONAL BANQUET . . .

On A Thursday Evening . . .

The International Ballroom of the Washington Hilton Hotel was a mass of gold and reds and glittering lights overhead. On every plate were mementos—puzzles, assembled by the handicapped, thanks to Parker Brothers, Inc., of Salem, Mass., and Des Moines, Iowa; and ceramic tiles containing this poem by Violet Storey, handicapped author:

"Milton, the blind, who looked on Paradise!
Beethoven, deaf, who heard vast harmonies!
Byron, the lame, who climbed toward Alpine skies!
Who pleads a handicap remembering these?"

Will Rogers, Jr., son of the famed comedian of the 1930's and presently Special Assistant to the Commissioner of the Bureau of Indian Affairs, was Master of Ceremonies.

In the Invocation, Rev. John G. Kuhn of St. Matthew's Cathedral, said: "You, O Lord, have chosen us to help you keep the spark of hope alive in the hearts of the handicapped. Their hope leans on ours. Help us to bear the flame of hope aloft for them to see and follow. Give to us a patient hope that attempts all things and yet accepts what can be done . . . "

There was music—by pianist-singer Freddie Henshaw who had come from a long engagement at Harold's Club in Reno, Nevada, to perform. And there were also his three lovely daughters who stole the show with their musical numbers.

And there were awards . . .

To Mr. and Mrs. Hubert H. Humphrey, a special one-of-a-kind "Nation's Tribute" from Chairman Russell for all their dedicated work in behalf of the physically and mentally handicapped of this Nation, accepted by Mrs. Frances Howard, the former Vice President's sister.

And to Mr. Irving Geist, the People-to-People Citation for all he has done, through the years, to support rehabilitation in this country and around the world, through his many acts of philanthropy and benevolence.

And, finally, the feature of the evening, an address by Dr. Gudmund Harlem, President of the International Society for Rehabilitation of the Disabled, and Medical Director for the State Rehabilitation Institute of Oslo, Norway.

Dr. Harlem

I certainly am grateful to have been given this possibility to speak to you, and I feel I speak to you not only as a representative of the Rehabilitation International, but as someone who tries to reflect what is often referred to as the "rehabilitation world fraternity." And these are not empty words. They reflect a very peculiar reality, a net of friendships, crossing political barriers, religious differences, and certainly races. Races just do not exist in this fraternity. I have often wondered why it is this way. Because I can compare this rehabilitation fraternity with the international cooperation in other fields I have had the privilege to take part in, and I am certain there is a great difference.

I can offer three possible explanations. Maybe there is a fairly strong selection of people with an ability to love—and I now speak in psychoanalytic terms—a selection of people who have emotions, even if you do not easily see these emotions on the surface. And please notice that I speak of a selection factor. Because certainly also in rehabilitation you find people who have a limited ability to love anything but themselves. But in this field they are relatively few. Maybe the possibility to help your fellow man just simply brings out good, positive sides in human beings, makes them mature a little, makes them open up a little. Maybe there is a completely different factor at work: That we need each other because rehabilitation is not only difficult, it is also demanding and tough for the human resources of the rehabilitation worker. We do not only guide and advise and counsel other humans, we *push* them, we try to create situations where they have just one possibility, to fight their way uphill again, and this fight is sometimes terribly hard. So, the attitude of our patients is often quite naturally one of hostility. Many of them have admitted that, a long time afterwards.

A boy in high school, sixteen, very intelligent, double-through-shoulder amputee, with quite severe behavior problems. Attempts at psychotherapy were not producing any change. We felt that this was probably because he thought he could continue to live in the protected atmosphere of the rehabilitation institute. I decided to make clear to him what his alternatives were. Either to use his abilities and get the education he was offered, or to be moved to an institution for lasting care. He is now a young lawyer. Now he has told me how he hated me, and I remember very well how difficult I felt my decision was.

We who work in rehabilitation know that this is necessary, but we feel this attitude and logical thinking is

not always commanding our minds, so therefore we need this fraternity, these friendships.

Whatever the reason, it exists, all over the world, and you Americans have more or less created this world fraternity. It is dangerous to mention names. Because I can not mention all. Perhaps you will accept that I name two who in the early post-war period created personal friendships around the world and through them got rehabilitation started, Bell Greve and Henry Kesler. They were not alone. But they worked on the basis of something very strong and valuable in your American culture: not only the *will* to help others, but also your ability to carry through what you want to do.

Now this child of yours is in its adolescence. And sometimes it behaves accordingly. It has enormous potentialities. And I think *you* need to keep as good relations to it as possible, as well as this fraternity definitely needs you.

You may think: With all the problems we try to solve at present in the United States, all the desperately important tasks we have to solve more or less alone, is it meaningful to go on assisting Rehabilitation International as much as we do?

Perhaps the question is superfluous. Because you will, in any case. It is just part of you, part of your surplus strength. But I may add two reasons I am sure are valid.

You *learn* in this rehabilitation fraternity. You learn the basic, all important lessons about what is common to all human beings, and therefore the strongest determinants behind human behavior. And this I believe we can not easily learn, except in international work. In our own countries, even if we are open in our minds and continuously experiment and try new methods and approaches, we cannot separate apart what is basic and what is created by the national, specific pattern of mores and behavior.

And you *build*. You build peace and peaceful competition. Certainly it is a long term job. And we shall have to accept many defeats and relapses. But looking back through history we can clearly see that we do move forward towards our own ideals and we do so through responsible coperation with other families, with other communities, with other states, with other continents.

You may ask: But is rehabilitation meaningful in the developing world. And we should ask that question, openly. Because the answer is not obvious, and nothing is gained in the long run by just accepting and bowing to the mental pressure of an apparently unanimous opinion in press, television and political parties in the west. Nothing is gained through hiding the fact that there are strong disagreements on this in the developing countries. Let me give you my reasons through relating a conversation I recently had with the Minister of Finance in one of the developing countries. He said he had limited resources on every point except men. To use these resources then to create men instead of creating work possibilities for normal men would be wrong. Yes, I could follow that on the basis of our own history. In the old days weak, disabled children were left in the woods to die. But that is not your situation today, I said to him. Your people demand assistance. You have public hospitals, you yourself were proud of your accident service in this city, and certainly you should be. Consequently, either you stop the accident service, or you finish the job you start when you start helping the man who has had a traffic accident. You know the answer. You would not survive politically if you did not accept the attitude of your own people. They *want* help when they get sick or injured. And if you shall do it, then do it effectively, and don't waste money on ineffective and therefore really expensive services, expensive compared to their output. But there is also another point. I do not believe your economic thinking is correct. The development of your country does not first and foremost depend upon how you use your material resources. The limiting factor *is* men, but it is the talented, motivated, hard working men. *That* is the decisive factor in the long run, the fraction between those able to be leaders on all levels and those not contributing to your building of your country. And there is no indication that talents of all degrees are more easily found amongst, for example, the seeing than amongst the blind. Probably it is a better investment to give the blind so much education and training that he can take care of himself. If not, he will be a lasting burden, whereas the so-called normal child will manage somehow.

So rehabilitation is a worldwide task, with meaning and importance far outside the single individuals we help.

But what is the present situation? I am afraid, if we want to be honest, it is not very good. Statistics are difficult to interpret. But I believe we are not only very far from solving the problems of the disabled in the world, we are really doing so little that the problem is growing under our hands. The reasons are different in different parts of the world. In the west, if I may use that term, and even Australia and New Zealand are to the west as seen from Los Angeles, not only traffic accidents, but even more the mental and social problems created by today's survival, because of, for example, the victory over tuberculosis which killed

most of these problems previously, and created by modern technology, these mental and social problems are growing much more rapidly than we want to think about. Until very recently, the mildly mentally retarded and the so-called dull normal, could easily find work, in agriculture, as a sailor, in mines, in road construction. But today very limited possibilities exist. Agriculture demands highly developed skills, a merchant ship is a floating automated navigation instrument where you soon need to be trained at MIT to work, and even a bulldozer can not be properly and effectively handled without an analytical ability. The possibilities for these citizens are in industry today, that is, in densely populated areas, and you get all the difficult social problems created by this type of life situation for a mentally subnormal. We can do very much to prevent or ease these problems, yes, certainly. But we must do that today for the 5- to 10-year-old, to prevent these problems from developing in 1985, when he is 20 or 30.

We have in great parts of the world left behind us the old type of class society, based upon economic differences. We are moving rapidly into a new, much more complicated and dangerous class society, based upon disabilities, physical, mental, social, and cultural. The task this places ahead of us is not at all impossible. What is necessary is simply that all human beings get a chance to grow and a possibility of being accepted by some others. The report you gave in *Rehabilitation Record* this winter about the experiences with the deeply mentally retarded was a convincing and encouraging confirmation of this.

So this is why Rehabilitation International, in cooperation with the intergovernmental agencies and other voluntary organizations, will establish the 1970 decade as the Decade of Rehabilitation.

What do we mean? We want to make sure that rehabilitation gets a much higher priority in the minds of all people and in the practical work in our communities and countries—and we now speak of rehabilitation in its broad sense: The planned, systematic building up of an ability to *live* for all humans.

What do we want to achieve? It will of necessity be different in different countries and areas. Because everywhere we see the same sequence in the development of rehabilitation, and we shall certainly have to get in and develop further along this sequence.

Everywhere I know of the start has been a small interested group of people having learned or seen what can be done. They create the first small services, and as soon as they can show results in practical work, the community gets interested, and it gets possible to convince public opinion that we have a unique combination of humanitarian and directly productive activities to offer. Then, and this is where you and some few other countries are today, we start to change our communities so that they make better room for human growth and development, and we broaden the concept of rehabilitation to include all types of handicaps, social, cultural, and mental.

So our approach must be broad. But there are some obvious tasks.

We must convince public opinion in the world that the problems of disabilities are not only something appealing to our feelings, they are dangerous to our societies and we have possibilities of meeting these dangers in a constructive way.

We must convince governments that much higher priority must be given to these tasks, both regarding money and legislation. It is a peculiar fact: The day my own child is in danger or needs help, there is literally *nothing* I would not do to secure this help. But the day I am asked to contribute, one way or another, to create the necessary tools to help, I do not always react with the same speed and determination.

We must create more and better services. And let me stress *better*. Because in the long run the quality of what we deliver will be decisive. We can live on an effective sales campaign for a long time. But not forever. Every time we make a wrong or irresponsible placement, perhaps out of our deep wish to help our patient *somehow*, we damage him, we reduce our future chances and we undermine our own ideas and philosophy.

This again means we must train personnel. Because rehabilitation is difficult. Very difficult. Sometimes it is technically difficult. From a human point of view it is always difficult, because we naturally ask: Did we give him the best help, the best basis to develop himself?

Personnel training in this country means, to a continuously higher degree of skill and of understanding, that we must help a man, not just one part of him, and with demands of considerable training before you get the right to treat or counsel or train your fellow man. Personnel training in other parts of the world probably should be on the basis of phased development, so that at least *some* training is given to those who work in rehabilitation, and possibilities of improving that training as soon as possible are kept open. Personnel training through simple visual aids, helping those who work with a full heart but without real ability to read, at least not a foreign language. Sometimes I feel *all* international money should be used for personnel training.

And last but not least, securing services at lower cost than today. This will be *our* most difficult task, because we like to give the best, and we do not like to be kept back by cost considerations. But we must. We must use methods developed by business to make sure we are not defeating our own purpose through overconsumption on some small point, while big areas of problems are not dealt with at all.

I think you will agree, we can not do this in a year or two. We need a Decade of Rehabilitation. The Decade of the 1970's.

And we need you. We want to bring into our fraternity all your strong institutions and organizations, but not the least all your outstanding single individuals. We need your thought and your knowledge, your analytical, critical, experimental attitude; we need your initiative, determination, and enthusiasm.

I know you do not really enjoy being the leading world power. But you are. It puts enormous demands upon you. It means you have to combine your strength with respect for others, with never-ending patience, with tolerance and understanding. But I know you are capable of living up to this. And then, together we shall work on, during the years ahead. It will be a long fight. But together we shall be able to build a better world.

Thank you.

Closing Prayer

Rabbi E. William Seaman of the Washington Hebrew Congregation brought the evening to a close with a prayer for "wisdom and understanding, zeal and compassion," in the service of the handicapped.

VETERANS LUNCHEON . . .

Honors to Veterans

The Veterans Luncheon on Friday was in honor of "all disabled veterans of all of America's wars," explained Chairman Russell, who also served as Master of Ceremonies.

He paid special tribute to four Medal of Honor winners representing the Navy, Marine Corps, Army, and Air Force, with military service in World War I, World War II, the Korean Conflict, and the Vietnam War. Additionally, the Army Nurses Corps was honored.

Next came a salute and special award to the American Legion on its 50th Anniversary Year—and a response by the Legion's National Vice Commander, John A. Jones of Wierton, W. Va.

Speaker of the day was James E. Johnson, Vice Chairman of the United States Civil Service Commission, and former Director of the California State Department of Veterans Affairs.

Commissioner Johnson

It is a great pleasure and privilege for me, as a relative newcomer to the Washington scene, to take part in this Annual Meeting of the President's Committee on Employment of the Handicapped. I am not a newcomer to the *work* of this Committee, because I was a member in California for two years. And I am not a newcomer to the cause of service to veterans, because in California, where I served as State Director of Veterans Affairs, there are more veterans than there are Federal Government employees worldwide: three million.

As a Civil Service Commissioner, I am sincerely committed to the principle of impartiality—and the practice of it, as well. But as a human being, I must admit that if I am partial about anything, it is the rehabilitation and employment of disabled veterans. I feel that nothing we can do to restore them to independent and productive living is too much.

If you were asked how much you would take for an arm or a leg, or your eyesight, or any other of your physical faculties, you could not set a price. And we can't set a price on what the disabled veteran has given of himself—or lost—in defense of our country. The most we can do is to help him, in every possible way, to compensate in some degree for his loss. It is the *most* we can do—but it is also the *least* we can do.

So if my partiality is showing, I make no apology for it.

I can't think of an occasion I would enter into with more enthusiasm than a salute to veterans by the leaders of rehabilitation and employment of the handicapped. I welcome the opportunity to salute our disabled veterans not only for what they have achieved in overcoming their own handicaps, but also for what they have done—both directly and indirectly—for all our handicapped citizens.

I also welcome the opportunity to join in saluting the American Legion in its Fiftieth Anniversary Year. This great organization has an unsurpassed record of a half-century of service not only to veterans, but to the highest ideals of patriotism and citizenship.

My position in California gave me many chances to know, to work with, and to admire the Legion's leaders and its program. It is a great pleasure to take part in the observance of its Golden Anniversary, and to express my hope—and belief—that another half-century of distinguished achievement by the American Legion lies ahead.

The American Legion had its beginning in the aftermath of World War I. Similarly, the Civil Service Commission's program for employment of the handicapped in the Federal service began about the close of World War II. Concern for America's disabled veterans was, in fact, the force responsible for a real revolution in the Government's employment policy. That revolution has developed into one of the most successful projects ever undertaken by the Federal civil service, and has set an example to much of private industry.

Briefly stated, the revolution was a change in the physical requirements for appointment to civil service jobs, from a standard of *near-perfection* to a standard of *ability* to perform the *specific* duties of the specific job. Thus thousands of doors were opened for the employment of returning servicemen injured in combat or otherwise disabled in the service of their country.

This practice of looking for ability instead of disability was applied to all Government hiring—and that is why I say that all our handicapped citizens are indebted to our disabled veterans: First, because their great sacrifice made it mandatory for the Government to do everything possible in return, such as ending all artificial barriers to employment. And second, because their outstanding performance on the job proved once and for all the practical wisdom of hiring the handicapped.

The Civil Service Commission's concern for the future of disabled veterans actually took concrete shape three years before the Second World War ended and two years before Congress passed the Veterans' Preference Act. In 1942 the Commission began to relax its physical-ability requirements, for a two-fold purpose: to meet wartime demands for scarce labor, and to get experience that could be applied to the employment of disabled veterans.

In my research on this bit of history I have been impressed by the fact that the Commission did not tackle the problem on a trial-and-error—or a hit-and-miss—basis. Its approach was pretty scientific. I think you will find it as interesting as I did—and even if you have heard it before, I don't think a brief reminder will bore you.

The Commission's regional medical officers—there were 14 in 1942—undertook a study of the specific physical requirements of jobs in the Federal service. This study was the first of its kind ever undertaken by medically trained personnel, and its scope was enormous. The survey covered Government industrial establishments and technical agencies, where the medical officers actually watched employees at work and also talked with supervisors, safety engineers, and others. They looked at work environments, and they asked questions:

> "If a man runs this machine with one hand, does he have to have *two* hands? If a man works sitting down, does he have to have two *feet*?—or even *one*? Would defective vision endanger a man in this job —or other people? Does this job require normal hearing? Does it put any unusual strain on the heart?"—and so on and so on.

The doctors' findings were catalogued in a manual called *Guide for the Placement of the Physically Handicapped*, which contained two long lists. One was an alphabetical list of job titles, giving the requirements for each job and the disabilities that were *not* disqualifying. The other was a list by types of physical handicap, with the titles of all jobs suitable for each.

Over a period of about 12 years, five editions of the *Guide* were published, and well over 15,000 *types* of jobs were examined and listed. Of course the agency appointing officers were allowed to use judgment in making placements, because jobs and surroundings differ from one installation to another. But thousands of eyes were opened—*minds* were opened—both to the injustice of the old standard and to the terrible waste of manpower resources it had caused. (Incidentally, I understand the Commission's *Guide* was also widely used by private industry.)

With this monumental research project as a base, the Commission was opening jobs to disabled veterans even before the war ended, and in 1958 was able to report the employment in Federal agencies of 31,420 veterans with "material permanent disabilities." Having served its purpose, the *Guide* was discontinued, but the drive to hire the handicapped in the Federal service has never been relaxed and nonveterans as well as veterans have benefited from it.

The handicaps originally studied by the Commission's doctors and listed in the *Guide for the Placement of the Physically Handicapped* included orthopedic deformities and amputations, defective vision, defective hearing, certain heart conditions, and cured or arrested tuberculosis. But radical as it was 25 years ago, the *Guide* would seem incomplete today, because the Commission has extended the program to take in many more conditions.

For one thing, the word "physically" has been dropped, just as it has been dropped from the name of the President's Committee. This was done to include in the broader term "handicapped" a new category of persons, those we refer to as "mentally restored," and then later, the mentally retarded. As the Commission increased its knowledge of the abilities of other types of handicapped people—and with the great gains being made by the Veterans Administration, State vocational rehabilitation agencies, and others—more serious physical handicaps were brought into the program.

I'd like to tell you a little about where the Federal Government's program for employment of the handicapped stands now, and where it is headed. Some striking changes have taken place in the last few years, due in large part to the leadership of a dynamic young man, Edward F. Rose, who has headed the Civil Service Commission's Office of Selective Placement since 1965. I'm sure many of you know Ed Rose. A measure of his achievement is the fact that he was selected by the Junior Chamber of Commerce this past February to receive the Arthur S. Fleming Award, as one of the ten outstanding young men (under 40) in the Federal Government. He was cited for "*national leadership* in extending job opportunities to physically handicapped, mentally retarded, and mentally restored workers."

Under his leadership, Federal agencies have hired an average of 15,000 physically handicapped workers per year since he joined the Commission staff, and bold new programs have been undertaken. One of his

outstanding achievements has been to convince employers that the mentally retarded could be efficient, dependable, and valuable employees—in the right jobs.

The success of the move to hire mentally retarded workers, trained for specific jobs by vocational rehabilitation agencies, is one of the brightest chapters in this whole story. Placements have risen from 600 during the first year to over 1,000 every year since—for a total of about 5,800—and the appointees have made satisfactory records in more than a hundred different kinds of jobs. But that's not the end of the story.

The process of selective placement of the mentally retarded requires close working relationships between the vocational rehabilitation counselor and the agency personnel officer, manager, and Coordinator for Placement of the Handicapped—as well as the Civil Service Commission. In the course of this process, jobs suitable for other kinds of limited capabilities have been uncovered. This, combined with the outstanding success of the retardates as employees, has led to much broader consideration of the very severely handicapped.

There has recently been a notable increase in the use of the special authority for excepted appointment which permits the severely handicapped person to be employed after a temporary trial appointment. In the year 1968, 160 individuals were approved for appointment under this authority, an increase of *164 percent* over the previous year. The range of disabilities was significant. In addition to the blind and the deaf, there were requests for epileptics, quadriplegics, and persons with multiple handicaps and with histories of mental or emotional disorders. The total has now reached over 370.

However, it has not been necessary to use the special authority in all appointments of the severely handicapped. We have been informed of other breakthroughs, in which persons we would classify as severely handicapped have been placed through competitive appointment procedures. In the Post Office, a number of deaf persons are performing more than adequately as distribution clerks operating the new high-speed mechanized equipment.

This is highly encouraging. It came about through a simple change which eliminated the verbal portion of the clerk-carrier examination and allowed the use of interpreters in the testing situation. In addition, most of the deaf tested under this procedure had the advantage of training in *taking* the examination. This training was provided by the State rehabilitation agencies in cooperation with the Post Office Boards of Examiners, and is something that should be much more widely developed and used.

Last year almost 250 deaf were tested under the new procedure, and well over 100 passed the examination and have been employed. In many cases the percentage passing exceeded that of competitors with normal hearing. Not too long ago, incidentally, Minneapolis reported twenty openings in the Post Office and not enough qualified deaf to fill the vacancies. They wanted more. That's the kind of report we like to hear.

While progress is being made in employment in the Federal civil service, rehabilitation workers and facilities are making advances that will allow us to consider many more handicapped whose employment until now has been thought impracticable. The "Boston Arm," which responds to the person's nerves and gives near-normal motions . . . the NASA device that will allow the paralyzed to use their arms and hands . . . the IBM electric typewriter that types Braille . . . these are examples of the breakthroughs that are occurring. All of us who are concerned with creating and maintaining equal employment opportunity for the handicapped—in or out of Government—must keep abreast of all such developments, and must stretch our thinking to take advantage of them.

This is the kind of help the person with a handicap wants—the kind that helps him help himself. He doesn't want the kind of help that says to him, "You can't do that—I'll do it for you." I said a few minutes ago that we can't do too much for our handicapped veterans—but we can do the *wrong things* if we don't look at them the right way. The *right* things are those that help them along toward independence. We must look at the "whole man."

The kind of aids toward employment that I have been talking about are some of the right things. Another is correction of material conditions that discriminate against them. I happen to feel very strongly about this particular matter—the flights of steps, the narrow doors, the unnecessary curbs—and many other obstacles that could easily be removed or modified if people would only pay attention to them. I made a good deal of effort in this direction while I was handling veterans' affairs in California, and I hope to continue. I find it encouraging to note that more and more people are becoming aware of architectural and other barriers, and that many new designs are eliminating them. We also need to change *old* designs and structures. It should be no more impossible to remove physical obstacles than to remove obstacles to employment—difficult perhaps, but not impossible. These are the kinds of things I mean when I say we

can't do too much for handicapped veterans.

These are the kinds of things that strengthen their will to look at their disability not as a *handicap* but as a *problem*—and then to turn the problem into a *challenge*. I have seen many times, and so have you, the unbeatable spirit in which that kind of challenge is faced and overcome.

Several years ago a Government attorney—very successful and totally blind—stated his position briefly and clearly. He said: "Any person with a handicap wants only the chance to do a job. If he can't do the job, you fire him. But he needs the chance."

That's our part of the bargain: to see that they get their chance. And that's why we owe so much to our handicapped veterans, because they have proved over and over again that they accept that *chance* as a *challenge*. We can't give them back the physical abilities they have lost, but we can do everything in our power to enable them to substitute and compensate for those losses. This is *our* challenge.

As a veteran myself, I salute—with sincerity and with humility—America's handicapped veterans, for the example and the inspiration they have given to all of us. Looking at what they have done, how can anyone else say, "I can't do it. Somebody else has to solve my problem."

Every problem is a challenge. Let us all meet ours as America's handicapped veterans are meeting theirs.

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